



## Lockheed is Going to the (Guide) Dogs



services and endorsed the founding of International Guiding Eyes an organization now doing business as [Guide Dogs of America](#). It was one of the first guide dog schools to be founded by a blind individual and the first to adopt a policy of no upper age discrimina-

tion. school and travel expenses when requested.

It costs about \$38,000 to breed, train and match a dog. One popular IAM fundraising activity is called "Hawgs for Dogs." You guessed it, its Harley Davidson owners riding for pledges. (A holistic happening because the IAM also builds these iconic bikes.) And, there are many organizations and individuals that support the school.

Next month, in Las Vegas at the annual Guide Dogs Dinner, the 2007 Gift of Sight Award will go to Lockheed Martin. And, it must be said that Lockheed has been a longtime supporter with its "Buck a Month" program and other fundraising as well. So, the IAM and Lockheed may have differences at the bargaining table but they both know a good cause when they see it.

Joseph Jones, Sr. went blind in 1948. A retired member of the IAM, he was only 57 years old when he was afflicted. The determined man considered all of his options and decided his mobility needs would best be met by using a guide dog. But, when he applied to all the schools of the day he was declined because of his "advanced age." So, Brother Jones turned to his union for help.

Nearly sixty years later, after matching thousands of recipients with dogs, the IAM is still a principal supporter of the school whose campus is in Southern California. The school does not charge guide dog recipients or their families any fees for services, including: a guide dog and instruction in their use from professionally licensed trainers, room and board on campus for the 28-day instruction period, a specially designed harness, follow-up care, vet care at the

The IAM Executive Council determined that there was a growing need for guide dog

## It's All About Options

Could you use an additional \$120.40 a week in your gross pay? Or, how about a boost of \$93.20? If you worked under one of six Lockheed contracts with the IAM — all for service contract workers like you — it would be your decision.

Your first option would allow you to opt out of all company provided benefits and be paid an additional \$3.01 per hour on a forty hour week adding up to \$120.40 per week.

Your second option would allow you to opt out of just the Medical and Vision coverage, still be provided the Dental, Short Term Disability, Basic Life and AD&D, and pocket, before taxes, \$2.33

per hour or \$93.20 per week.

Back in the first issue of *NOTEM* we promised to look into key spheres of influence that directly impact your quality of life. These two pay and benefit options certainly qualify as having an impact. And, they are a result of the IAM's influence in the sphere of collective bargaining. But, how did that happen?

The members of the IAM control the IAM. They set its priorities, elect its officers and ratify its collective bargaining agreements. The members of these six bargaining units decided that they wanted *options* and *the IAM delivered*.

## Didn't Your Mother Teach You Better?



If you only read the Lockheed Martin Human Resources website, you'd wonder why the IAM — or any union — doesn't just pack their bags and buy a one-way ticket to oblivion. After all, according to Lockheed Martin "*The only thing the union truly wants is for employees to pay union dues.*"

Now, it would be easy to come back and say something catty about Lockheed Martin, like, the only thing Lockheed Martin truly wants is \_\_\_\_\_. (You can fill in the blank.) But, we won't go there.

After all, when this campaign is said and done and the union has been voted in, we'll all need to be grown-ups. That's what a professional relationship, one that moves things forward, is all about.

We at the IAM are pretty sure that the millions of non-members who we routinely go to bat for — whether its fighting for a higher minimum wage, lobbying to protect pensions or marching for equal rights or children's health care — would have a slightly different opinion of what the IAM is truly all about.

# A Sister in the House



Here's another example of the IAM's reach into spheres of influence directly connected to you and your job. In the photo above, IAM member Laura Richardson is sworn in as the newest member of the House of Representatives by House Speaker Nancy Pelosi (D-CA). Richardson, who has been an IAM member of Local 1930 since 2000, won two elections to replace the late Democratic Congresswoman Juanita Millender-McDonald, who died of cancer in April.

"I respectfully stand today on her legacy as I reach toward my own destiny," said Richardson, who will represent California's 37th Congressional District, which includes Long Beach, Carson, Compton and parts of Los Angeles.

Need a friend in Washington?

Your IAM Representatives by FSS Location	Code	IAM Rep	Phone
	ABQ	Red Dow	(505) 242-9622
	COU	Rod Hoffman	(314) 378-9366
	DEN	Rod Weigan	(916) 801-4361
	FTW	Al Granado	(817) 307-0723
	HNL	Maria Santiago-Lillis	(808) 845-1024
	IKK	Steve Nichel	(630) 414-1063
	LAN	Beau Jencks	(269) 420-3556
	DCA	Steve Hantzis	(202) 285-8957
	MCN	Alan Williams	(229) 347-1561
	MIA	Javier Almazan	(321) 652-2184
	BNA	Mike Cooke	(931) 624-4478
	OAK	Jesse Juarez	(925) 550-0586
	PRC	Don Gresham	(602) 574-1020
	PNM	Steve Nichel	(630) 414-1063
RDU	Joseph Greaser	(214) 695-8569	
PIE	Javier Almazan	(321) 652-2184	
SAN	Macario Camorlinga	(951) 315-7301	
SJU	Ramon Garcia	(904) 803-9996	
SEA	Jesse Cote	(360) 259-4389	

## Puzzle Palace 103

Dear Dr. Know-it-all:

Why does LMT make such a big deal out of the language used on Union authorization cards? They know its standard legal template mumbo-gumbo from the National Labor Relations Board. They've seen it dozens of times.

- (A) LMT is only looking out for you because you're too stupid to do it yourself.
- (B) LMT is kind at heart and wants to protect you.
- (C) LMT is serving up a "union avoidance" menu that's been taste tested on unsuspecting employees all across the land and they're feeding you a dish of red herring.

Correct Answer: Too easy, "C".



**International Association of Machinists  
And Aerospace Workers**  
9000 Machinists Place  
Upper Marlboro, MD 20772

Place  
Postage  
Here