



NOTEM

Where to Turn?

The call began like this, “I’m very upset. I’ve worked in Flight Service for more than thirty years and I’ve had it. I don’t know where to turn when the system simply doesn’t work. Thanks to all the ‘work-arounds’ and mismanagement it’s just a matter of time before something really bad happens. A day ago I almost sent someone into the California fires because I had no visual access to the local air.”

Unfortunately, we hear too many of these types of stories; stories told by frustrated professionals unable to do their jobs because of system and equipment problems.

Now, let’s be fair. We at the IAM are not experts on flight service operations but we are experts on how to get what you need from Lockheed Martin. So, here’s a thought.

If you remember a couple issues ago, *NOTEM* ran a

story on the joint partnership between IAM and Lockheed that saves the company millions of dollars, keeps jobs in America and adds to the satisfaction of the workforce in Lockheed facilities. The IAM department that facilitates this program is called High Performance Work Organization, HPWO.

IAM can’t offer HPWO to Lockheed until we win the election and are certified as your union. But, the problems that we hear so much about really shouldn’t wait. So, *NOTEM* would like to propose a novel solution. We can help.

For whatever reason, the flight service professionals that come forward with operational concerns are reluctant to take their concerns to the company. Some fear retaliation – a product of working without union protection – and some are con-

The IAM

vinced that the company and the FAA simply don’t listen. What we would propose is this.

Until the union wins the election and is certified as the bargaining representative for AFSS, we offer to serve as a “clearinghouse” for employee operational concerns. These concerns would be passed by the IAM to a designated Lockheed official, anonymously. This way, a problem can be brought to management’s attention without an employee feeling like he or she is at risk. This system would remain a *closed loop*.

We know this is a novel approach but we feel compelled to offer help for the sake of the workforce and AFSS customers. To our friends at Lockheed, if you’d like to talk it over, gentlemen, call (301) 967-4752.

The (Safety) Net Effect by William Haller, IAMAW Associate General Counsel

The potential for AFSS employees to face legal liability arising out of general aviation accidents, and Lockheed Martin’s responsibility to defend employees in such claims, remains a hot topic. The Lockheed Martin HR website currently states that it “is not true” that the IAM could help improve employees’ position on this issue because, according to Lockheed Martin, its responsibility to indemnify employees is governed by the LM corporate by-laws and Maryland state law, and that the IAM has no ability to effectuate changes in either of these areas.

How accurate is this? It is accurate as far as it goes – there’s no question but that the corporate bylaws as well as state laws do set parameters for the minimum level of indemnification that Lock-

heed Martin is required by law to provide to its employees. However, there’s nothing in the by-laws, or Maryland state law, or anywhere else, that says that the IAM and LM can’t address this topic in contract negotiations and provide AFSS personnel with a level of protection against potential legal liability in excess of the legal minimum.

Now LM will undoubtedly respond to this fact by asserting another tired half-truth that is always rolled out during anti-union campaigns: That there is no “guarantee” that the IAM can negotiate any better terms and conditions on your behalf. Well, yes, there’s no advance “guarantee” that the IAM can improve your lot – no more than there are any other “guarantees” about anything else in this life or that LMT won’t make things worse. However, the established track record of unions is that they almost invariably negotiate better terms for the employees they represent than they had before they had a union. Why else do you think that employers spend so much time fighting unions?



Lockheed Bargaining Approaches



The 2008 IAM Lockheed Martin Coordinated Bargaining Committee met at District Lodge 776 in Fort Worth, TX this week to focus in on the issues that will impact upcoming contract negotiations covering nearly 7,000 IAM members at multiple Lockheed Martin locations. Core issues the committee will address heading into negotiations include pensions, health care, wages and job security. With the current contracts set to expire March 1, 2008, local issue negotiations are set to begin in January and coordinated bargaining beginning in mid-February.

“Our coordinated committee is once again focusing on the core issues that were submitted by our membership in a recent survey,” said IAM Aerospace Coordinator John Crowdis. “We are committed to ensuring our proposals are taken seriously at the bargaining table so we can provide members with the best contract possible.”

Coordinated committee members represent Machinists at Lockheed Martin facilities in: Palmdale, Sunnyvale, Santa Cruz and Vandenberg AFB California; Cape Canaveral, Florida; Marietta, Georgia; Meridian, Mississippi; Clarksburg, West Virginia; and Fort Worth, Texas (IAM representatives for the nearly 4,000 Machinists at the Fort Worth facility whose contract expires in April 2009 are participating in the Coordinated Bargaining Committee and attending negotiations in March).

The Committee is led by Crowdis and also includes Grand Lodge Representatives from the Southern and Western Territories. The IAM’s Strategic Resources Department is also assisting the Committee in preparation for negotiations.

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 104

Dear Dr. Know-it-all:

Why does LMT call the IAM a “third party”? They know the union already represents 15,000 of its employees. Back in the days of the FAA, wasn’t LMT a third party?

- (A) LMT is using a well-worn page from its “Union Avoidance” manual.
- (B) LMT is referring to the after-after party.
- (C) LMT is trying to create a perceptual separation between the workers and their chosen union thus allowing them to play on the age-old fear of outsiders.

Correct Answer: A and C, but probably not B.



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Postage
Here