



# Serious Business

Concerns continue to mount over Lockheed Martin's AFSS system and work practices. We hear it every time we talk to flight specialists.

Some employees would like the IAM to "blow the whistle" and take the story to ABC's 20/20 while others want the IAM to use our connections in Congress to get the attention of highly-placed representatives and senators and demand an investigation. But blowing the whistle or going public would not accomplish the most desirable outcome – neither for Lockheed Martin employees nor their aviation customers. The best outcome is to convince Lockheed Martin to use the know-how and input of their professional employees to create a system that works. And to do that, the employees need to speak with one voice – the IAM.

NOTEM has covered this subject in the past but maybe it's worth going over again. Lockheed Martin already has a mutually-beneficial relationship with the IAM for improving inefficient and ineffective work systems. This relationship is primarily used on the manufacturing side of the corporation and has pointed the way to improved quality, quantity and employee-satisfaction over and over again. The Joint Workplace Employee Participation Program (JWEPP) has been in place at Lockheed Martin's Fort Worth facility since 1996. The workers who participate in this program as well as



Lockheed Martin's supervisors and managers, were trained by the IAM's department of High Performance Work Organization (HPWO), a department with an industry-wide reputation and as many acknowledgements from America's leading companies as from the workers we represent.

So, will Lockheed Martin "buy into" the HPWO program for AFSS? That's up to you, the employees. With your valuable skills and your irreplaceable position in the labor market, you have the *potential* leverage to make good things happen. But first, you need the protection, skills and experience that the IAM brings to the table. Rather than depending on a news outlet or Congress to "embarrass" Lockheed Martin into changing, wouldn't you rather keep the discussion "in-house," so to speak, and benefit from a direct and equal relationship with your employer? In all honesty, we think that's the best way to go.

# One more Handshake on the Retirement Fix Road



**Left to Right: Randy Lueders (LAN), Senator Carl Levin (D, Mi.) and Frank Eastman (LAN). Not pictured but also attending were IAM District 60 Directing Business Representative, Bobby Atanasovski and IAM District 60 Organizer, Beau Jencks.**

Soon after *The Big "R"* issue of NOTEM, Senator Carl Levin got a chance to hear about flight service retirement issues first hand. IAM District 60 requested a meeting to drop off a well-deserved campaign donation. After that, with the political business finished, Randy Lueders and Frank Eastman spent twenty minutes bringing the senator up to speed on flight service concerns. The senator was very supportive and encouraged his staff to work closely with his constituents and the IAM to resolve the issue promptly and fairly.

## Your IAM Representatives by FSS Location

Code	IAM Rep	Phone
ABQ	Red Dow	(505) 242-9622
COU	Mike Woltz	(630) 548-2450
DEN	Rod Weigand	(916) 801-4361
FTW	Al Granada	(817) 307-0723
HNL	Maria Santiago-Lillis	(808) 845-1024
IKK	Steve Nickel	(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 Nickel	(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 106

Dear Dr. Know-it-all:

I'm a new employee, all the old heads call me "newbie." The old heads think the union is a good idea but I'm not so sure. LMT keeps telling me that I don't need a union because I'm young, smart and lucky to have a good job with a bright future. What gives?

- (A) LMT hopes you're a narcissistic personality, satisfied with their compliments but half the pay.
- (B) LMT is just looking out for *your* best interests.
- (C) LMT, in a classic divide-and-conquer tactic, is trying to pit old workers against young.

Correct Answer: Well, got go with "C" on this one.



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Place  
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