



Hey, who do I talk to about a flight plan around here?



# We've Got Your Six

**T**he following is an interview with a veteran of the Service Contract Act (SCA), Stan Drozdz. Stan recently received his "5 year pin" from Lockheed Martin. He is employed by Lockheed Martin as an Instructor, Simulator Operator, and Subject Matter Expert in the F-16 at Luke Air Force Base in Arizona. Stan was interviewed by Don Gresham, IAM Special Representative and lead organizer for the Prescott Hub.

**DON:** Stan, could you tell me a little of your background prior to your current job at Luke:

**STAN:** Retired Air Force Lieutenant Colonel and Fighter Pilot. Last job was as Director of Tactical Operations in the Pacific Air Force (PACAF). Prior to that as an F-16 Evaluator for the PACAF Inspector General.

**DON:** How long have you worked under the SCA at Luke?

**STAN:** Over 19 years.

**DON:** During that time you have worked for many different contractors?

**STAN:** Simuflight, CAE Link, McDonnell Douglas, Boeing, and Lockheed

**DON:** What has being part of our Union (IAM) meant to you?

**STAN:** Without trade unions you are stuck with what management says. An SCA employee does not know what their rights are – they are told what they can do.

**DON:** What happened at Luke to make a group of highly educated professional employees join a Union?

**STAN:** The IAM was a necessity for us. The government (Department of Labor) was in charge of our pay scale and not doing a good job. We figured out as a group that we could come up with a better life. Because of our effort, the DOL wage scale for Maricopa County in our job classification is reasonable. The key point is that we are not driven by the Wage Determination (WD); we are driving the WD.

**DON:** What about the area of benefits? Has the Union helped there?

**STAN:** With the first company I worked for at Luke, you received 3 days sick leave per year. If it was not used it went away. With the IAM we negotiated 2 weeks of sick and it is PTO (paid time off) not sick. Bereavement is much better; also I have the option to opt out of medical benefits. I am not paying for something I am not using. My vacation is up from 2 weeks a year to 4 weeks a year.

**NOTE:** The Luke collective bargaining agreement allows employees the option of selling one week of PTO back to the company each year. The medical opt-out is either \$3.01 per hour (over \$120 a week) for a total opt-out or \$2.33 (partial benefits but no major medical) per hour.

**DON:** How would you sum this up?

**STAN:** All things considered, I am much better off because of my decision to join the IAM.



# Look at Luke

Here's a closer look at the pay for Lockheed Martin's Flight Instructors at Luke AFB. This unit was non-union from 1993 through 1998. Then, they voted in the IAM. This comparison looks at the non-union years then the IAM years.

(Note: The years shown in bold are contract negotiation years.)

Year	Wage/hr	Raise/yr
<b>Non-Union Years</b>		
1993	\$20.96	
1994	\$20.96	0.0%
1995	\$21.03	0.3%
1996	\$21.03	0.0%
1997	\$22.30	6.0%
1998	\$23.25	4.3%
<b>IAM Years</b>		
<b>1999</b>	<b>\$26.60</b>	<b>14.4%</b>
2000	\$27.66	4.0%
2001	\$28.49	3.0%
2002	\$29.35	3.0%
<b>2003</b>	<b>\$33.18</b>	<b>13.0%</b>
2004	\$34.25	3.2%
2005	\$35.36	3.2%
<b>2006</b>	<b>\$38.27</b>	<b>8.2%</b>
2007	\$39.46	3.1%
2008	\$40.69	3.1%

So, for the non-union years, the pay raises averaged roughly 2% per year and for the IAM years, they averaged over 7.5%. But wait, there's more! This table does not show many additional benefits the IAM contract offers. For instance:

1. The option to "sell back" one week of sick leave every year.
2. The option to "opt out" of Medical Benefits and receive an additional \$3.01 per hour.
3. Cash signing bonuses of \$3,500.

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	IKK	Steve Nickel	(630) 414-1063
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	DCA	Steve Hantzis	(202) 285-8957
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## Puzzle Palace 107

Dear Dr. Know-it-all:

Christmas and the holidays are right around the corner. What do you think would be the noblest resolution for the New Year?

- (A) Lose weight
- (B) Exercise more
- (C) Talk to my coworkers about the importance of supporting the IAM at AFSS. And, be ready to *Vote Union Yes!*

Correct Answer: A & B are personal matters. C advances the common good, ergo, is noble.



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