



IAM NOTICE TO EMPLOYEES

NOTEM



Scheduling Peace of Mind

You go through life and typically you live on a schedule. You like your coffee in the morning, a little television in the evening and a good night's rest. You plan to see your parents or kids or grandkids over the holidays and, if you're lucky, maybe schedule a vacation or two during the year. You make sure that everybody knows when you're planning to visit and that your arrival fits into *their* schedules. You do the responsible thing and expect others to treat you the same — except at work. Unfortunately, you happen to spend a good part of your life at work so work schedules can cause a real headache.



Whoops! Somebody must have dropped the scheduling ball at DCA.

Think of the IAM as a giant bottle of aspirin to ease your troubled mind.

Work schedules are entirely negotiable as are hours of work, premium pay, overtime and days off. NOTEM has heard tales of specialists having their schedules changed abruptly and days-off canceled; innocent people suffering undue stress — in an already stressful environment — simply because work scheduling is out of control. Or, maybe better put, out of *your* control.

We've heard that there was to be a computer program that would globally schedule the entire AFSS workforce making it easier to substitute shifts and accommodate peoples' personal commitments. After all, working for Lockheed Martin is not your whole life, is it? But the system never gelled.

So, what can be done? Well, other Lockheed Martin service contract sites, those represented by the IAM, have responded. Here are a couple of the many examples from current IAM contracts. But remember, the specifics of these articles are less relevant to you than the *relationship* between Lockheed and its workforce. Please note that schedules must be mutually agreed to. That's were your power lies. So, whether you're scheduling peace of mind, or, seeking schedule peace of mind. The IAM can get you to where you want to be, if, you **Vote Union Yes!**

From Luke AFB, RAMAC® SERVICES CORPORATION "A Lockheed Martin Company" and IAM LOCAL LODGE 519

Article XX, Section 6.4 – Work Shift Variance

Work schedules may be modified by mutual agreement of the union and site manager.

Shifts may vary in length but will not exceed 12 hours, unless agreed to in advance by the company and the employee. Once the employee(s) has exceeded a 12 hour shift, the employee(s) will be paid shift differential and lead pay if applicable, for all hours worked.

Any other matters relating to non-standard work schedules will be subject to mutual agreement by the parties.

From Kirkland AFB, LOCKHEED MARTIN SYSTEMS MANAGEMENT (ATARS), and IAM LOCAL LODGE 794

Article 8, Section 8.4 – Work Shifts

All employees will comply with their assigned shift schedules and/or any subsequent changes to these schedules. Employees will be assigned to work one of three shifts; all employees will be given a minimum of one (1) week's advance notice of a change in their work schedule.

Don't forget to check out the **IAM AFSS website** at

www.goiam.org

What Comes Next?

NOTEEM is receiving tons of questions about “What comes next?” As in, what can we expect *after* we win the union election. Of course, we always caution people that winning the election *is* what comes next and that everyone needs to stay focused on building the union network and getting out the union vote. The bigger the union vote, the louder the message to the employer and the stronger you are when you go to the bargaining table. But, that being said, here’s a snapshot of how the situation unfolds from here.

We will be meeting with LMT attorneys and the National Labor Relations Board (NLRB) January 16 to try to work out a stipulated election agreement. If we are forced to a hearing by the company that will delay things. Then, either by stipulation or order of the NLRB there will be an election, your votes counted and the union certified to represent the AFSS workforce.

As soon as the votes are counted, the union will begin the process of electing site reps for the bargaining committee. Only union members will be voting. At the same time, the union will begin surveying its members about their concerns at work to develop bargaining proposals. The AFSS bargaining committee will probably then meet at our training center in Southern Maryland to finalize our proposals with help from our professional staff and a lead negotiator from the IAM Aerospace Department. Then, we’ll go to the table with LMT, knock out an agreement and bring it back to the union members for ratification. When the agreement is ratified, it will become effective immediately.

Now, you may ask, “What about a strike?” Well, in the IAM you have to vote two-thirds in favor of striking and no one else can order you to strike — only the union members have that right. But the truth is, strikes are *very rare* in the service contract sector primarily because of two unique factors: 1) the employer is under contract to provide uninterrupted services to the Federal government and 2) the employer will be able to pass through the increased compensation and benefit costs of your union contract.

So, forget about strikes. After the union contract goes into effect, you can prop up your feet, bask in the sunshine and finally enjoy the fruits of your labors. Until then, just remember one thing — **Vote Union Yes!**

Your IAM Reps by FSS Location	Code	IAM Rep (email link)	Phone
	ABQ	Red Dow	(505) 242-9622
	BNA	Mike Cooke	(931) 624-4478
	COU	Mike Woltz	(630) 548-2450
	DCA	Steve Hantzis	(202) 285-8957
	DEN	Rod Weigand	(916) 801-4361
	FTW	Al Granado	(817) 307-0723
	HNL	Maria Santiago-Lillis	(808) 845-1024
	IKK	Steve Nickel	(630) 414-1063
	LAN	Beau Jencks	(269) 420-3556
	MCN	Alan Williams	(229) 347-1561
	MIA	Javier Almazan	(321) 652-2184
	OAK	Jesse Juarez	(925) 550-0586
	PIE	George Myers	(717) 319-9115
PNM	Steve Nickel	(630) 414-1063	
PRC	Don Gresham	(602) 574-1020	
RDU	Joseph Greaser	(214) 695-8569	
SAN	Bobby Martinez	(916) 517-8251	
SEA	Jesse Cote	(360) 259-4389	

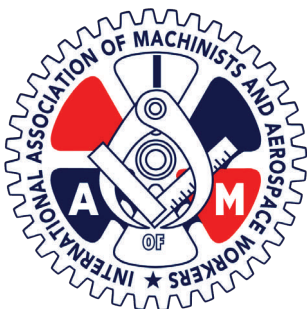
Puzzle Palace 108

Dear Dr. Know-it-all:

I’m a newbie at AFSS. I think I landed a pretty good job at a pretty good salary for a pretty good company. Why should I “rock the boat” by voting for a union?

- (A) To make a good thing better.
- (B) To help your coworkers who may enjoy less of a comfort zone than you.
- (C) To be a part of an organization, the IAM, that will treat you and your concerns as equal — regardless of your age, seniority, race or sex.

Correct Answer: Hey, they all work for Dr. Know-it-all. Call or email your rep and sign an IAM Membership Application today!



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

Place
Postage
Here