



## An invitation to ATCOTS Instructors

This issue of *NOTEM* is going out to all ATCOTS Instructors, Raytheon and ISG. *NOTEM* is the IAM's newsletter for FAA service contract employees and was introduced during the Lockheed Martin-AFSS organizing campaign and used, as well, with the Raytheon-ATCOTS Remote Pilot Operators. If you haven't already heard, [AFSS joined the IAM in April 2009](#) and the [RPOs came over](#) just a couple weeks ago.

Let's get right to the point. The IAM would like ATCOTS Instructors to join the union. Before we get into the "here's what's in it for you" segment, *NOTEM* offers this short brief on the special circumstances of service contract employees, just for background.

### The service contract sector

Service contract employees are private sector employees — with a twist. The labor laws for service contract employees are the same as other private sector employees. Thus, all representational matters are handled under the National Labor Relations Act (NLRA) by the National Labor Relations Board (NLRB). No surprise there.

But, in addition to the NLRA, service contractors are covered by the [McNamara-O'Hara Service Contract Act](#) (SCA). [Section 4\(c\)](#) of the SCA is key. This section provides for your Wage Determination (WD) to be replaced by a collective bargaining agreement (CBA). This simply means that, a service contract employer (Raytheon or ISG) who is required by law to pay its employees the WD, at minimum, can pass through to the Federal government increases in wages, fringe benefits and time off, *if*, those increases are the result of collective bargaining, in your case, through IAM representation.

So, you can see that the bargaining dynamics in the service contract sector are qualitatively different than in the strictly private sector. This works to your benefit. The IAM represents more service contract employees than any other union and we've had over thirty years of



experience in this sector. IAM District 171 in Oklahoma already represents five service contract units, including two Raytheon units, at the MMAC and dozens of other SCA units throughout the state.

### What IAM can do for you

Before we brag any further, here's what we can do for you:

1. Put you on an equal footing with your employer.
2. Bargain for increased pay, benefits and time off.
3. Rationalize scheduling and give you a voice.
4. Negotiate for reasonable leave without pay (LWOP).
5. Help you lobby the FAA against lapses in project funding and other politically-inspired turbulence.



### What we need from you

Before the IAM can help with anything, here's what we need from you.

The first step in the representation process is gathering a "Showing of Interest" (SOI). Our goal is 65 percent of your bargaining unit. The SOI will be filed with the NLRB to secure an

Don't forget to check out [FAA Round-Up](#) at

[www.qoiam.org](http://www.qoiam.org)



# Invitation, cont.

THE INSIDE SCOOP

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election. (An “Authorization Card” with instructions is printed on the last page of *NOTEM*.) After we file, the NLRB will process the paperwork and an election will be scheduled. We must win the election with a 50 percent-plus-one majority of those voting. Once we win the election, the union will be certified to represent you. Then, we’ll contact your employer, set a date for bargaining, elect your bargaining team, survey your membership, go to the table, bring back a proposal for membership ratification, ratify, then, you’ll be covered by a CBA.

## With a twist

Now here’s a SCA twist that you need to be aware of: **All financial benefits from the CBA, over and above the WD, can only go into effect at the Anniversary Date of the FAA service contract, October 1, 2010.** In fact, the employer will need to send a letter and a copy of the CBA to the FAA 30 days prior to the Anniversary Date to modify the service contract to reflect the financial adjustments it contains so that the government can reimburse at the new rates.

This means two things:

1. The contract will go into effect immediately upon ratification except for the financial items which must track with the Anniversary Date. So, you will gain job protection, a grievance procedure, scheduling rights, etc., right off the bat, and;
2. You will need to move this campaign along to ensure that bargaining and ratification is completed by the “30-days prior” time frame, say, September 1, plus, a couple weeks for swapping paperwork, so, the entire process needs to be wrapped by no later than August 15, 2010.

Now, this should not be a problem if we move out with the SOI. Bargaining under the SCA is not like bargaining under the Federal sector law. SCA

agreements are usually done in a couple weeks, max, after the parties have swapped proposals and agreed to table dates. The take-away message here is: **Let’s move out on the SOI and we won’t be stressed to get everything we can, ASAP.**



AFSS Flight Service Specialist members from DCA Hub in Ashburn, Virginia

## After you win

So, once you’ve voted in the IAM what can you expect? First, the IAM is a very participatory union, members will have an opportunity to vote on who represents them at all levels in the organization. Members will also vote on contracts and their bargaining team. The dues for Local Lodge 850 are 2-hours pay per month plus

\$7.00. Of course, if you itemize your Federal taxes, these are fully deductible. There are no initiation fees for members coming in as a result of new unit organizing. And, dues will not be withheld until a contract is ratified. Finally, as you probably know, all union membership in Oklahoma is “voluntary” and people who don’t want to join, won’t be compelled to.

As private sector employees, bargaining collectively, you will have the right to strike — even though this is a rare occurrence in the service contract arena. The IAM requires a two-third vote to authorize a strike and *only* the local membership can make that decision. You cannot be ordered to strike by someone else. A straight majority vote is required to return from striking. If you’d like to view a copy of the [IAM Constitution you can click on this link](#), otherwise, contact one of the IAM reps listed in NOTEM and they’ll get you a hardcopy.

The IAM is a clean union with roughly 650,000 members. We’ve been around for 120 years and started as railroad machinists in Atlanta, Georgia. If you’d like to review our latest Department of Labor financial report, [you can click on this link](#) and in the field marked *Union Name* enter “IAM-MACHINISTS AFL-CIO”, then, select “international” under type of union.

# Invitation, cont.

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Although we started as railroad machinists, today the IAM represents workers in many industries and sectors of the economy, both private and governmental. We have concentrations in aerospace manufacturing and air transport. We are the largest labor organization in North America in both of these sectors.

As mentioned earlier, we represent more service contractors than any other union. We started working in this sector many years ago when the U.S. Government began farming out military aircraft maintenance to private sector companies like Boeing, Lockheed and Dyn-Corp. Since we already knew the work and the companies, we learned the labor relations for this new type of employment. Over the years, the U.S. Government has continued to contract work and the IAM has broadened our approach to encompass many Federal agencies and occupations. Representing FAA service contractors is a natural outgrowth of IAM's overlap between aerospace, air transport and service contract.

## More information

For more information on the recent AFSS victory, the RPO victory and the entire index of AFSS NOTEMs, you can go to the IAM website at GOIAM.ORG, click on Organizing and then on the FAA Round-Up section to the right of the page. [Or, click here](#). While you're there, you might want to [sign-up for iMail](#), the IAM's twice a week news update. The sign-up box is at the bottom right of the page.



**IAM service contract members working for Del-Jen provide logistics support for Air Force One and the entire VIP Fleet at Andrews AFB in Maryland**

For instructors who are interested in participating in a Q & A webinar please send an email to Steven Hantzis at [shantzis@iamaw.org](mailto:shantzis@iamaw.org) and we'll schedule one as soon as possible. Please state what day of the week and time would work best for you.

## Links for those reading hardcopy

### AFSS joins IAM:

[http://urunion.org/uploadedFiles/IAM\\_Journal\\_Summer\\_2009\\_FlightPlanforVictoryatLockheedMartin.pdf](http://urunion.org/uploadedFiles/IAM_Journal_Summer_2009_FlightPlanforVictoryatLockheedMartin.pdf)

**RPOs join IAM:** <http://www.goiam.org/index.php/imail/latest/6727-iam-wins-another-faa-contract-unit>

**McNamara-O-Hara Service Contract Act (SCA):** <http://www.dol.gov/whd/contracts/sca.htm>

**Section 4(c) of SCA:** <http://www.dol.gov/whd/regs/statutes/serv01.pdf>

**IAM Constitution:** <http://www.iamaw463.org/CONTENT/Documents/Constitution2005.pdf>

**IAM Financial Report from DoL:** <http://erds.dol-esa.gov/query/getOrgQry.do>

**IAM FAA Round-Up:** <http://www.goiam.org/index.php/organize/faa-round-up>

**iMail Sign-Up:** <http://www.goiam.org/index.php/imail>

# Get signed-up today, don't delay

## A-CARD INSTRUCTIONS

1. **Write in your employer:** Raytheon or ISG.
2. Make certain to **Date the card.**
3. Make certain to **Sign the card.**

Either mail the card to:

IAMAW Local Lodge 850

P.O. Box 95816 Oklahoma City, OK 73143-5816

— or —

Email Tony Bennett at [Tbennett41@cox.net](mailto:Tbennett41@cox.net) and arrange a pick up.

Your IAM Reps	Location	IAM Rep	Phone
	Local Lodge 850	<a href="#">Tony L. Bennett</a>	(405) 634-4466
	District Lodge 171	<a href="#">Jerry L. McCune</a>	(580) 233-7290
	IAM HQ	<a href="#">Steve Hantzis</a>	(202) 285-8957

*We believe that only through collective bargaining can we have a voice in our work place, achieve fair treatment for all, establish seniority and better benefits, wages and working conditions. Therefore, this will authorize the International Association of Machinists and Aerospace Workers, AFL-CIO, to represent me in collective bargaining with my employer. This will also authorize said union to use my name for the purpose of organizing (write in employer) \_\_\_\_\_.*

Name (print) \_\_\_\_\_ Date \_\_\_\_\_

Address (print) \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home E-Mail Address \_\_\_\_\_

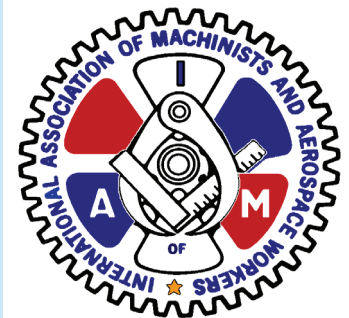
Shift \_\_\_\_\_ Phone \_\_\_\_\_

Classification \_\_\_\_\_ Department \_\_\_\_\_

Sign Here X \_\_\_\_\_

## IAM Authorization Card

*Yes, We Want the IAM!*



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

Place  
Postage  
Here