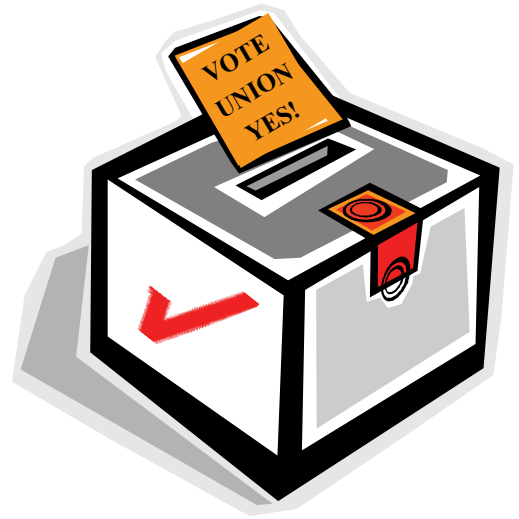


Raytheon Election

Congratulations! Through your hard work and solidarity you've taken a big step on the road to IAM representation. A petition for an election was filed with the National Labor Relations Board (NLRB) on November 30, 2009. The election is scheduled for January 11, 2010 at the Thomas P. Stafford Building Room 143. The election times are 6:30 AM to 8:00 AM, 11:00 AM to 1:00 PM and 2:00 PM to 5:00 PM. Well done, so far. Now, your challenge will mount as the company pulls out the stops to stop you from getting to where you want to be. Be strong and others will follow your example. The IAM has a tried and tested program for winning elections. We have one of the highest winning percentages ever recorded by the NLRB. This issue of *NOTEM* is your blueprint for success.



Metrics

We know how to measure the probability of success in an election campaign. But why would we care? A win is a win and a loss is a loss, right?

Wrong. If you lose an election you are barred from filing for another election for one year. If, on the other hand, the IAM *withdraws* the NLRB petition *before* the election, you will only be barred for six months. Therefore, the IAM has developed a formula for predicting success at the ballot box and starting today, it's the gold standard for AFSS. **Our goal is 55 percent of Raytheon Remote Pilot Operators signed on IAM Membership Applications before the election.**

An IAM membership application is simply that, an application. It is a statement of support for the union. You will not be required to pay dues (two hours pay plus seven dollars per month) until your contract is ratified by the membership. There is no initiation fee for members who submit an application during an organizing campaign. By requiring 55 percent membership "up front" we set the stage for a quick transition to your next step in representation — bargaining.

Soon after you win your election, **IAM members** will begin electing bargaining reps from among your co-workers. Then, **IAM members** will be surveyed and meetings will be conducted for what they consider important bargaining issues and what priority should be given to each. After the contract is negotiated, your bargaining team will present it to **IAM members** to ratify.

Team Meetings

The IAM representative assigned to your work site will set a schedule for Team Meetings. These will be brief weekly get-togethers for you to ask questions, discuss developments and participate in Team Training. Team Training will provide an overview on how the IAM functions and what tactics to expect from the company. It will also be a chance to debunk any misinformation that might be floating around.

Get out the Vote

The IAM expects *every union supporter* to do their best to make certain that all union votes get counted so you'll be asked to remind your friends and coworkers to **vote union yes**. This is to ensure that you win the IAM representation that you have already worked so hard to gain. The IAM does not run *ad hoc* election campaigns, we work from a proven program for success. We know the stakes are high and the opposition is well-financed with almost total control over what you will hear and see during the campaign. They have you "captive," so to speak, for much of your waking hours. They have a big stick hanging over your heads and a sweet carrot in the drawer. All the union has is your support, our organization and our collective determination. But, that's plenty to get the job done if we stick to our plan. **Be strong and others around you will see your strength and draw from it.**

Preview of What's to Come

Okay, you've proven smart enough and tough enough to get this far; you've filed for an election. That means you've **demonstrated clear majority support for the IAM within your unit** and **you've built a communications network capable of getting out the union story and debunking misinformation**. So far so good. Now, what comes next?

Well, we can expect for starters that the company will ratchet-up their union avoidance game. So, you have to be ready to meet the challenge. You'll hear much in the coming weeks about *strikes* and *dues* and *fines* and . . . who knows what. Sort of like *lions* and *tigers* and *bears*? Oh my! The fact that the IAM is a large successful union should tell you that three quarters of a million people might beg to differ. Nevertheless, the negativity will be designed to foster one of the tactics noted below, which, taken all together form the company's union avoidance strategy.

So, while this is a serious time with serious repercussions, there's no reason we can't have a little fun. Why not mark your own scorecard and play along? When you spot a union avoidance (UA) tactic, take note, then fax it to the IAM at (405) 634-0035. Think of this as indoor bird watching. Or, as some like to call it, "Dodging Crap."



Your IAM Representatives in District Lodge 171	Location	IAM Rep	Phone
	Local Lodge 850	Tony L. Bennett	(405) 634-4466
	District Lodge 171	Jerry L. McCune	(580) 233-7290
	IAM HQ	Steve Hantzis	(202) 285-8957

UA Tactics Scorecard

The Wolf at the Door (The union as outside, "third party.")

Date _____ Site/Hub _____ Company rep _____

Captive Audience Meeting

Date _____ Site/Hub _____ Company rep _____

Supervisory & Management Pressure (An old favorite.)

Date _____ Site/Hub _____ Company rep _____

I'm Your Best Buddy, Really

Date _____ Site/Hub _____ Company rep _____

Letters, and Plenty of Them (Please fax to 405-634-0035)

Date _____ Site/Hub _____ Company rep _____

All You Need is Love (Pay raises and other goodies.)

Date _____ Site/Hub _____ Company rep _____

Divide & Conquer (Bonus points for any combo of age, race & sex.)

Date _____ Site/Hub _____ Company rep _____

Miscellaneous (Describe: _____)

Date _____ Site/Hub _____ Company rep _____



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Place
Postage
Here