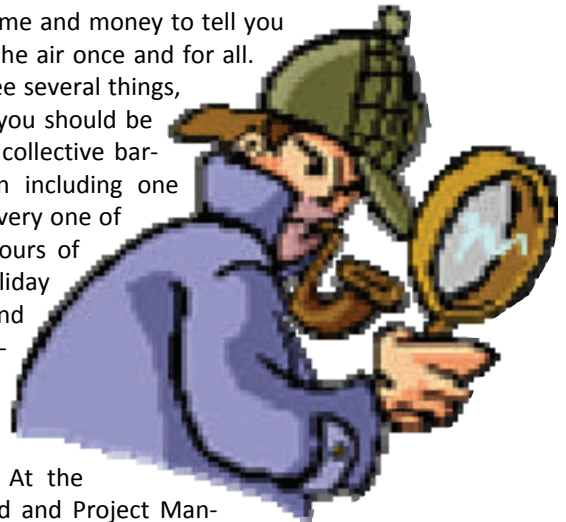




Fact or Fiction

Raytheon is spending a great deal of time and money to tell you what the Union can't do. Let's clear the air once and for all.

The company says the Union can't guarantee several things, we'll address them one at a time but first you should be aware that the IAMAW has at least seven collective bargaining agreements (CBAs) with Raytheon including one right here at the MMAC. I guarantee that every one of those CBAs increased wages, addressed hours of work, addressed vacation, sick leave, holiday pay, seniority, layoff provisions, grievance and arbitration procedures and many more subjects. It has been reported that the company says that if you vote in the IAMAW, management and employees will no longer be able to talk. *This is completely false.* At the



MMAC Raytheon facility, our Shop Steward and Project Manager discuss issues all the time. Every employee is free and encouraged to discuss matters with management with open lines of communication. It has also been reported that managers and supervisors are threatening employees with fewer hours and being forced to work nights if they vote for the union. *This is a violation of the National Labor Relations Act and anyone who experiences this or has experienced it in the past should contact me immediately.*

After the Election

Several employees have had questions about what happens after the election. So, let me give you a brief overview. After the union wins the election on January 11th, IAMAW Representatives will hold meeting with union members to nominate and elect your negotiations committee. Once the negotiations committee has been elected, IAMAW Representatives will work with the committee to draft a proposed CBA that covers your concerns. Those concerns will be identified by a survey of union members and at meetings. We will then contact Raytheon and make arrangements to begin negotiations. Once negotiations are complete, a meeting will be held for union members to go over the entire contract and then members will vote to accept or reject the contract. Once you do have a contract, you are no longer an "at will employee."

Unfair Labor Practices

A few employees have contacted me and advised me that their Supervisors have told them not to vote for the Union. That is a direct violation of the law. The National Labor Relations Act says in Section 8(a): It shall be an unfair labor practice for an employer ... to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7...."

Section 7 says: "Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining..."

So if any manager, supervisor or company official tells you not to vote for the union, contact me immediately so your union can take appropriate action.

Get out the Vote

In the time you've work for Raytheon, have you ever seen the company get so worked up over anything else? It seems that your decision to exercise your right to form a labor union has gotten their attention. Ask yourself why they oppose you forming a union so much. It's not the increased pay or benefits, they'll pass that through to the FAA. Ultimately, it's about you having a say at work, isn't it? So, exercise your vocal cords on January 11, 2010. Be positive and vote **UNION YES** for the International Association of Machinists and Aerospace Workers. Your future is in your hands!

What is the Service Contract Act?

Currently you as an employee on a service contract are paid in accordance with the "Service Contract Act". The SCA states in Section 2(1): *A provision specifying the minimum monetary wages to be paid the various classes of service employees in the performance of the contract or any subcontract thereunder, as determined by the Secretary or his authorized representative, in accordance with prevailing rates for such employment in the locality, or where a collective bargaining agreement covers any such service employees, in accordance with the rates for such employees provided for in such agreement, including prospective wage increases provided for in such agreement as a result of arm's length negotiations. In no case shall wages be lower than the minimum specified in subsection (b).*

In layman's terms, this means that the Company must currently pay you, at minimum, the government's Area Wage Determination. Without a CBA, they could pay more but it would come out of their pocket and not be reimbursed by the government. With a CBA, the company will be required to pay the negotiated rate and the FAA will reimburse the difference between their original bid and the new negotiated rate of pay. A CBA also protects you if Raytheon loses the contract to another company. More about that in an coming issue of *NOTEM*.

Your IAMAW 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 _____



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

Place
Postage
Here