



IAM NOTICE TO EMPLOYEES

NOTEM

We win, it's official. So, what comes next?

NOTEM would like to congratulate all the IAM supporters for sticking to their guns and weathering some serious turbulence to win this campaign. Now it's time to join your union, build momentum and make a united statement as we go into bargaining. Regardless of what side of the fence you may have been on, the IAM welcomes all. Let's move forward together.

What comes next? In simple terms, you have to continue to organize and strengthen your union. That means:

1. *Recruiting members,*
2. *Building communication networks; and,*
3. *Electing bargaining representatives.*

A bargaining team will be nominated and elected by union members. The bargaining team will consist of two representatives and one alternate. Union members may nominate themselves or a co-worker. When nominations are complete, we will schedule an election. The three nominees receiving the most votes will be your bargaining reps and alternate. All union members, whether you're on the bargaining team or not, can submit ideas and suggestions to be considered for inclusion in our proposal to the company.

To begin bargaining, we will coordinate with the company on meeting dates. When a proposed agreement is reached, union members will receive a report from their bargaining team and a copy of the proposed agreement before voting on its ratification. Ratification requires a simple majority.

Between now and the ratification of the contract, it will be important that we stay in touch. If there is a change to your address or contact information please notify our office. The office is located at 2401 S.



Harvey in Oklahoma City. The office phone is (405) 634-4466 and our fax number is (405) 634-0035. In addition you can send any changes to Tbennett41@cox.net. Please send your email address if you want included on our electronic distribution list.

Your integration into the IAM organizational structure will occur on a parallel track to bargaining. So, here's a brief primer we'll call . . .

IAM 101

The IAM viewed from top to bottom looks like this:

**Grand Lodge
Territories
Districts
Locals
Members**

All members of the IAM belong to a local union. Members elect their leadership in accordance with local and district bylaws and the Grand Lodge Constitution.

You will be members of Local Lodge 850 in Oklahoma City. That local lodge was chartered in 1947 as part of IAM District 171 and currently serves 15 companies and 13 collective bargaining agreements. **Welcome aboard!**

Building bridges between the *Yeas* and *Nays*

The election was a solid victory for RPOs and the IAM. But, our 63 to 49 win shows that we have some additional work to do.

If you didn't vote for the IAM we want to hear from you. We want the opportunity to discuss your concerns and properly answer your questions. We want the opportunity to demonstrate what we can accomplish together for all RPOs. It is very important for us to hear from everyone involved so that we can properly identify and properly address the issues that are essential to you. We should go into negotiations united with a single goal: To get the best contract possible for *every* RPO.

So, membership is the key to successful bargaining as well as your identity within the IAM. If you haven't already, ***join your union today!***

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

What can the company do before we have an agreement?

By winning the election and gaining union certification, you have placed a legal obligation on Raytheon Technical Services Corporation and the law requires that they maintain the status quo with regard to mandatory subjects of bargaining until the parties have reached an agreement or until the parties are at impasse.

Now, here's what this means in practice.

RPO's should monitor any changes in their "wages, hours, and other terms and conditions of employment" and forward first-hand reports of changes to your IAM Representative ASAP. These changes may or may not be Unfair Labor Practices but your union needs to investigate and take action as necessary. If Raytheon is found to have violated the law they can be ordered to return to the status quo ante.



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Place
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