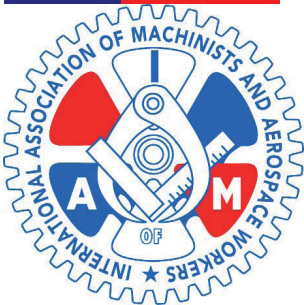


# Enjoying your carrot?

We hope so, 'cause the stick is never far behind.

Classic motivational theory; the carrot and the stick. It's used by heads of state, heads of households and farmers as well. Warn of bad things to come then offer the subject a tasty treat for doing what you want. Hold an anti-union captive audience meeting then give 'em a taste of pay.



**IAM supporters are the reason you received your retro-active pay adjustment. Yes, this one's on us. Enjoy.**

**Sep 28, 2004** — NAATS requests review of wage determination (WD)

**Sep 29, 2006** — DoL issues new WD

**Oct 18, 2006** — FAA requests "Review and Reconsideration" of new WD

**Oct 27, 2006** — LMT agrees with new WD but states, "While our analysis showed the [FSS] Level III to be borderline with NCS White Collar Excluding Sales Level 12, we accept your [DoL's] recommendation of Level 11." After caving in on higher Level III pay, LMT also fails to mention retroactivity.

**May 17, 2007** — DoL issues final ruling upholding new WD.

**Jun 30, 2007** — IAM begins outreach to NAATS union supporters.

**Jul 20, 2007** — FAA petitions for administrative review of new WD.

**Aug 9, 2007** — IAM intervenes in WD dispute on behalf of union supporters. IAM asks for Level 12 equivalency and retroactive pay.

**Aug 16, 2007** — IAM mails cards to AFSS employees prompting LMT to begin holding union avoidance meetings in sites and hubs.

**Sep 8, 2007** — LMT tells employees that they "officially announce that the new WD wages will go into effect October 1, 2007." For good measure LMT pledges to finally address WD retroactivity.

**Dec 20, 2007** — IAM slams FAA for requesting extension of dispute hearing. IAM points out "retroactive wages remain unpaid."

**Jan 3, 2008** — IAM files for AFSS election.

**Jan 22, 2008** — LMT and FAA get their heads together and figure out a way to show you the retro money at the same time the *FAA still disputes the validity of the new WD!*

WD documentation is available at [www.goiam.org](http://www.goiam.org).  
Check it out.

**So, if you're tired of being manipulated and treated like common farm stock, you know what to do — VOTE UNION YES!**

**International Association of Machinists and Aerospace Workers**

