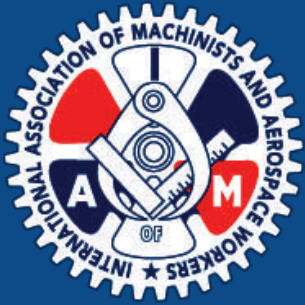


Special Edition
January 3, 2008



IAM NOTICE TO EMPLOYEES

NOTEM



AFSS Election Manual

Congratulations! Through your hard work and solidarity you've taken a big step on the road to IAM representation. A petition for an election is being filed with the National Labor Relations Board (NLRB) this morning. 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's 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. **If we do not have 55 percent of the bargaining unit signed on IAM Membership Applications before the election, we will withdraw our election petition.**

An IAM membership application is simply that, an application. It is a *public* statement of support for the union. You will not be a full member nor be required to pay dues (typically two hours pay per month) until the unit is certified which usually comes a week to ten days after you win the election. By requiring 55 percent membership "up front" we set the stage for a quick transition to your next step in representation — bargaining.

Soon after the AFSS unit is certified, **IAM union members** will begin the process of electing their bargaining reps, one from each FS site and hub. Then, **IAM union members** will be surveyed by mail and meetings 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 for **IAM union 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. You'll be asked to remind your friends and coworkers. To encourage swing voters to vote union and send a message of solidarity to the company, we will publish a list of our members prior to voting to show that the union has a majority of support.

All of these measures are taken to insure that you secure 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.**



Webs Away

<http://www.goiam.org/issue.cfm?cID=11786>

Looking for that all-important lost issue of *NOTEM*? Want to be the first on your block to reproduce the latest IAM flyer or meeting notice? Got a couple minutes to kill and want to take in an IAM video or two? Well, now you know where to go. Check it out.

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 *finés* 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 following tactics, 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 301-967-4593. You can also find an electronic version of this form on our website. Think of this as indoor bird watching. Or, as some like to call it, "Dodging Crap."



Your IAM Representatives by FSS Location	Code	IAM Rep	Phone
	ABQ	Red Dow	(505) 242-9622
	COU	Mike Woltz	(630) 548-2450
	DEN	Rod Weigand	(916) 801-4361
	FTW	Al Granado	(817) 307-0723
	HNL	Maria Santiago-Lillis	(808) 845-1024
	IKK	Steve Nickel	(630) 414-1063
	LAN	Beau Jencks	(269) 420-3556
	DCA	Steve Hantzis	(202) 285-8957
	MCN	Alan Williams	(229) 347-1561
	MIA	Javier Almazan	(321) 652-2184
	BNA	Mike Cooke	(931) 624-4478
	OAK	Jesse Juarez	(925) 550-0586
	PRC	Don Gresham	(602) 574-1020
	PNM	Steve Nickel	(630) 414-1063
RDU	Joseph Greaser	(214) 695-8569	
PIE	Javier Almazan	(321) 652-2184	
SAN	Macario Camorlinga	(951) 315-7301	
SJU	Ramon Garcia	(904) 803-9996	
SEA	Jesse Cote	(360) 259-4389	

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 IAM HQ at 301-967-4593)

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**
9000 Machinists Place
Upper Marlboro, MD 20772

Place
Postage
Here