



Solidarity in action

Solidarity is an old word. It comes from the Latin *solidus* meaning solid or whole. The French began using *solidarité* to mean *mutual responsibility* in the 1800s. In modern America, it commonly refers to labor sticking together, such as in *Solidarity Forever*.

“Solidarity” appears on posters and placards and gets used in songs and poems. It is thrown into editorials and history books as a descriptor. But, Solidarity has a practical, active and immediate usage for people trying to accomplish something like the professionals at Flight Service trying to form a union. In fact, it’s an indispensable part of your strategy to define your future, protect your job and bring fairness to your working life.

Lockheed has a strategy as well; a strategy to bust your Solidarity. They, under the tutelage of the outsiders at Ogletree and Deakins, have coached their supervisors and managers on how to keep you divided, fearful and weak. They play young against old and men against women. They capriciously mete out punishment and discipline to some in demented hope of keeping everyone tense and on edge. They are playing hardball with peoples’ lives and the well-being of their families. The most important thing for you to remember is: All this is being done with purpose and deliberate intention. Don’t think for one minute that the company some specialists refer to as “Lock-Mart” is inept or stupid. They are showing you a well-rehearsed and thought through *face*, a face designed to keep you from acting in your own best interest by acting in the interest of all.

On Inauguration Day, Lockheed fired a group of specialists with no advanced notice, no defensible reason and no severance package of any financial consequence. These workers were not provided recall rights nor offered priority placement within the corporation. We know why they did it. They played fast and loose with the finan-

cial well-being and the emotional health of dedicated professionals and their families to send a message. Lockheed wanted you to know, loud and clear, that *you* could be next. And, without a union, they’re right. You could be next. So ask yourself this question. Do you want to live your life fearing your employer? Or, do you want to go to work knowing that you can expect a modicum of fairness and respect? If you prefer to live a high-quality life, the way ahead is *Solidarity*.

You see, it works like this. Without Solidarity, the least among you, the most vulnerable worker, sets the quality of life standard for all workers. After all, if he or she can be treated wrongly, so can you. But, with Solidarity, you have the power to help even the most vulnerable but deserving among you and raise everyone’s standard in the process. Right now, the quality of life for the fired specialists is the least among you. And, here’s how Solidarity in Action will work for all.

Your first act of Solidarity should be to sign a union Authorization Card today. Nearly half of the AFSS bargaining unit has already signed so please get with it and join the movement. Then, after the IAM files for an election, the second act of Solidarity will be to sign an IAM membership form. (No dues will be deducted until the collective bargaining agreement goes into effect after membership ratification.) And, the third act of Solidarity will come during negotiations when your new union addresses the fate of the fired workers. (This issue will come to the table if the National Labor Relations Board rules against the Unfair Labor Practice filed by the IAM. See story below.)

With your union in place, you won’t have to play catch-up and defense *all the time* like you do today. Solidarity will allow you to be proactive and head-off problems before they impact the lives of you and your families. And, when Lockheed does do something out-of-bounds, the remedy will

Solidarity, cont.

be fast and fair – thanks to the grievance arbitration language in your union contract. You will no longer have to engage in innovative legal angling or force-fitting venues to fashion a fix when Lockheed lashes out. The fix will be free and right in front of you.

And, finally, here’s a note to the younger generation. You folks are important. You will make up probably half of the union membership when we win the election and, in not too many months, you will be the clear majority. After all, you’re already the majority at the hubs. So, here’s something you may have never heard before. *Solidarity is cool.*

The IAM began negotiating with Lockheed back in the 1930s when Woody Guthrie was singing labor songs and Flight Service radios used point-to-point telegraphy and Morse Code. (Ask an old-head.) The IAM was already fifty years old. And guess what; Lockheed fought us then just like they are fighting you today. Only, back then, the company *really* tried to play rough and we returned the favor. So, thanks to the Solidarity of your grandparents’ generation and your great grandparent’s generation, today you can approach Lockheed on slightly more civilized terms and the IAM brings another seventy years of strength and experience to your side. The point is this: It is extremely cool that people of any generation try to make things better for themselves and, in the process, better for their children and grandchildren. In fact, it doesn’t really get much cooler than that. Build your life today so that you can enjoy it more tomorrow. That’s Solidarity in Action.

Your IAM Reps by FSS Location	Code	IAM Rep (email link)	Phone
	BNA	Tim Wright	(931) 624-4478
	COU	Greg Beckham	(618) 407-1064
	DCA	Steve Hantzis	(202) 285-8957
	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
	MIA	Javier Almazan	(321) 652-2184
	PIE	Javier Almazan	(321) 652-2184
	PNM	Steve Nickel	(630) 414-1063
	PRC	Mike Rose	(541) 337-2342
RDU	Joseph Greaser	(214) 695-8569	
SEA	Jesse Cote	(360) 259-4389	

IAM Files ULP for Separated Specialists

Specialists summarily fired on Inauguration Day will get their “day in NLRB court.” The IAM’s filing of an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB) is the first step in that process.

The IAM is charging that Lockheed’s actions were taken against union supporters and designed to chill the support for its organizing drive at Flight Service. We are asking that the separated specialists be “made whole” and restored to their former positions.

NOTEM will keep you posted as the case progresses. As always, it’s hard to expect good things from the NLRB. Nevertheless, filing this charge is the right thing to do and the IAM will see it through.

NOTEM NOTE: You probably noticed a somewhat more dour look to this issue of *NOTEM*. That’s on purpose. This special RID issue — Remember Inauguration Day — is meant to convey a serious tone for Lockheed Martin’s serious transgressions. Messing with people’s lives and the well-being of their families to enforce a control-freak corporate agenda is serious business. Your two-faced approach to the Machinists Union is duly noted. At the same time you are asking for our help on Capitol Hill to keep alive the F-22, you are playing the most cynical of games with AFSS. Get your act together, stop firing and harassing people and remedy the situation.



**International Association of Machinists
And Aerospace Workers**
9000 Machinists Place
Upper Marlboro, MD 20772

Place
Postage
Here