

IAM NOTICE TO EMPLOYEES

NOTEM



# ARS Survival Guide

This survival guide is being brought to you by the union that has been “failing” since 1888, your IAM. Wait, now that make us – let’s see, Lockheed was founded in 1912, so – we’re twenty-four years senior to the company. Hum? That must explain some of what we’re hearing from them, youthful exuberance and all.

If you haven’t yet had the pleasure, the Lockheed Martin Antiunion Road Show (ARS) will be playing in a conference room near you shortly. And, we must warn you, it’s rated XXX for: *Exaggeration, Extremism and Exceptional baloney*. If it were a weather briefing we’d tell you to snug your belts and activate your ELT. Things may get rough.

Now, we can’t possibly answer all of the distortions and falsehoods that the company can deliver. You are, after all, a captive audience. But, we can assure you that anyone who tells

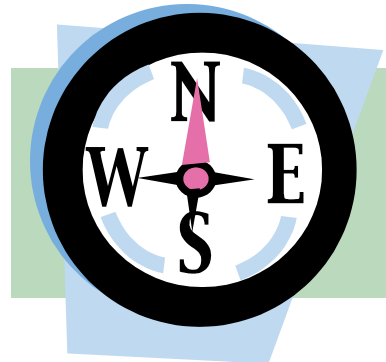
you that the IAM is “out for itself and doesn’t care about its members” is a damn liar. And they know how to find us if they care to make that accusation in person.

Our union is a sacred institution to every officer, representative and member who are part of it. We’ve had people give their lives for this union. Who we are is a matter of honor and only those without honor would dare question ours.

During these turbulent times, instead of a tedious “he said, she said” back and forth, here’s what’d we like to offer the professionals at AFSS. During any survival experience one of the most important tools you can have in your possession is a compass. So, here’s a free-of-charge handy IAM tool – a moral compass if you will – for finding your way to safety and charting your course to dignity and respect after the big blow.

**North – Fairness** lies here. The IAM guarantees fairness at work and fairness within the IAM family.

**West – Respect** to port. We earn respect by our actions and demand it when challenged.



**East – Loyalty** to starboard. Our strength is our loyalty for our enemies are powerful and many times richer. When we fight as one, we overcome.

**South – This way Caring.** The IAM cares not only for its members but for all workers. We practice a simple principle: A harm to one is an injury to all.

Don’t forget to check out the [IAM AFSS website](http://www.goiam.org) at

[www.goiam.org](http://www.goiam.org)

# It's a stall, that's all

They could have allowed the election to move forward quickly but Lockheed decided to stall the inevitable. On January 16, they took the position before the National Labor Relations Board (NLRB) that trainees sitting in classrooms in Prescott are doing bargaining unit work.

Now, before anyone takes us the wrong way, we certainly have nothing against the bright young workers training for their new careers in Prescott. No, quite the opposite. We see them as motivated individuals with a promising future both within Lockheed *and* the IAM. But, Lockheed is attempting to use these people as pawns to slow the election process and give themselves more time to browbeat and misinform the workforce. Plain and simple. In fact, in their testimony, Lockheed went out of its way *twice* to assure the hearing officer that they were not engaged in "subterfuge." Funny, the union never made that accusation in the hearing so it seems they may have been defensively overcompensating.

The IAM was ably represented by William Haller, IAM Associate General Counsel, who only had to call one of our two witnesses, a young specialist from DCA, Tess Kelley. Ms. Kelley's testimony was bold and articulate and she never missed a beat. David Khanoyan, also from DCA was ready to testify as well but since the hearing focused on trainees, he wasn't called. All AFSS employees owe these two volunteers a debt of gratitude. They carried the day.

Lockheed had only one witness, HR Director Ted Strum. Mr. Strum talked for two hours on subjects that at times seemed far afield of the issue at hand.

It's impossible to give you a timetable. The NLRB can hold the case for as long as it wants before issuing a decision. One thing for certain, the IAM will go forward with an election even if the trainees are included. The best we can offer at this point is that we'll keep you posted. As soon as we know something, so will you. Hang in there and don't forget to **VOTE UNION YES!**

Your IAM Reps by FSS Location	Code	IAM Rep (email link)	Phone
	ABQ	<a href="#">Red Dow</a>	(505) 242-9622
	BNA	<a href="#">Mike Cooke</a>	(931) 624-4478
	COU	<a href="#">Mike Woltz</a>	(630) 548-2450
	DCA	<a href="#">Steve Hantzis</a>	(202) 285-8957
	DEN	<a href="#">Rod Weigand</a>	(916) 801-4361
	FTW	<a href="#">Al Granado</a>	(817) 307-0723
	HNL	<a href="#">Maria Santiago-Lillis</a>	(808) 845-1024
	IKK	<a href="#">Steve Nickel</a>	(630) 414-1063
	LAN	<a href="#">Beau Jencks</a>	(269) 420-3556
	MCN	<a href="#">Alan Williams</a>	(229) 347-1561
	MIA	<a href="#">Javier Almazan</a>	(321) 652-2184
	OAK	<a href="#">Jesse Juarez</a>	(925) 550-0586
	PIE	<a href="#">George Myers</a>	(717) 319-9115
PNM	<a href="#">Steve Nickel</a>	(630) 414-1063	
PRC	<a href="#">Don Gresham</a>	(602) 574-1020	
RDU	<a href="#">Joseph Greaser</a>	(214) 695-8569	
SAN	<a href="#">Bobby Martinez</a>	(916) 517-8251	
SEA	<a href="#">Jesse Cote</a>	(360) 259-4389	

## Puzzle Palace 109

Dear Dr. Know-it-all:

Gosh, I sat through the LMT antiunion meeting and I was dazzled by the fancy Power Point presentation and the slick video. Where'd they get that stuff?

- (A) Rick Berman, A.K.A., Dr. Evil, a Washington hired gun who also opposes Mothers Against Drunk Driving.
- (B) Rick Berman, A.K.A., Dr. Evil, a Washington hired gun who also opposes Food Safety Legislation.
- (C) Rick Berman, A.K.A., Dr. Evil, a Washington hired gun who also opposes Animal Cruelty Legislation.

**Correct Answer:** Sad but true, all of the above. Check out the CBS 60-Minutes piece called *Meet Dr. Evil* at [www.cbsnews.com](http://www.cbsnews.com).



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