



IAM NOTICE TO EMPLOYEES

NOTEM



Why IAM gets my vote by Jerome Lamb, PRC

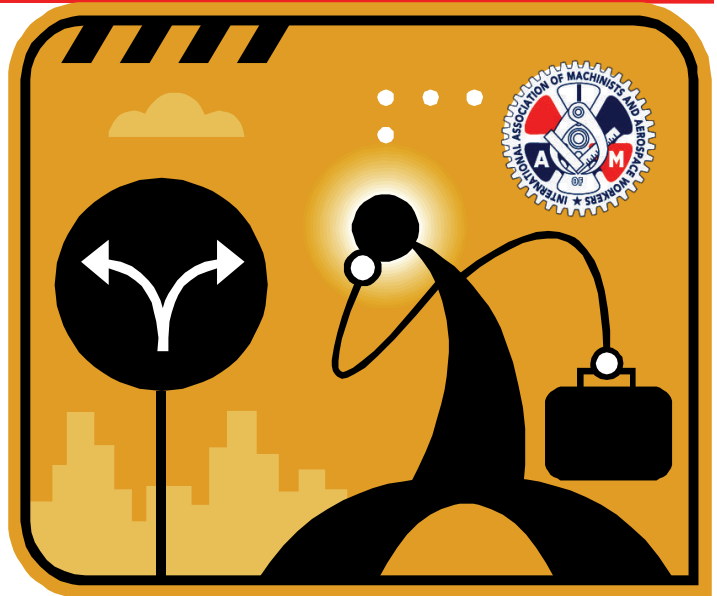
We are just weeks away from a vote that is critical to your future, not just those of us whose jobs were outsourced by the FAA, but to all those of you who are new to the Flight Service field. That vote will be whether or not to accept the IAM as our representative to negotiate with Lockheed-Martin.

After sitting on the sidelines since this movement started and carefully reviewing all the information, both from Lockheed and the IAM, I have decided it was time to take a stand. I am supporting the IAM in their attempts to organize the Flight Service workforce.

You may ask why, and that is a legitimate question with many answers.

First and foremost is the “dog and pony” show of misleading information we were forced to endure just over a week ago. Lockheed hired a group of “consultants” whose sole job is to provide an anti-union spin on facts. They take sections of the IAM constitution out of context and try to scare you into believing that joining the union is not in your best interest. Nothing could be further from the truth.

As employees in the private sector under the “Service Contract Act,” we are working at the “pleasure” of Lockheed



and the government. There is nothing to prevent Congress or the FAA from canceling that contract at any time, leaving all of us without a job. If that happens today, none of you are protected. However, once the IAM wins an election, any move to abolish your job by Congress or the FAA would force Lockheed to negotiate job retention rights and/or a severance package for you. If Lockheed were to lose the contract in the future, you would still be protected by the negotiated agreement, since, by law, any subsequent contractor who takes over from Lockheed would be obligated to honor the Lockheed contract for at least one year. That’s called job protection and it is something none of us has right now. We are “at will” employees who can be terminated at any time for any reason and our sole recourse right now is Lockheed’s internal “arbitration” program that all of us were forced to agree

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

www.goiam.org



FAA Caves

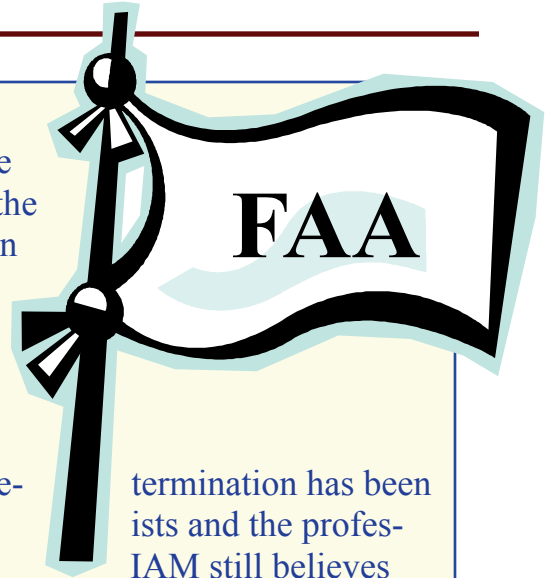
The weird saga of the FAA's attempt to undermine the new wage determination while allowing Lockheed to reimburse employees at the disputed rates, is over. The FAA has withdrawn its challenge.

Still to be resolved is your full retro pay, a battle the IAM will keep fighting with your support.

The FAA's role in challenging the new wage decurious at best and frankly insulting to professional skills they bring to their jobs. While the that the journeyman level III pay should be set one step higher than agreed to by Lockheed, getting the FAA's challenge out of the way is progress nonetheless.

The best news is that after you **Vote Union Yes**, you will no longer be dependant on the FAA or the Department of Labor to set your wages. With the IAM, wages and other compensation will be negotiated directly with Lockheed through your elected bargaining team and ratified by union members. Wage increases, premium pay, overtime and other compensable items will be written into your union contract so that you'll see your increases *in advance*. Then, the FAA will reimburse Lockheed because your union contract will replace the wage determination. No more guesswork. Don't forget, under the wage determination, your pay and benefits *can* go backwards. But not with an IAM contract.

For further documentation of the FAA's wage determination challenge go to the AFSS page on www.goiam.org.



termination has been
ists and the profes-
IAM still believes

Getting to where you want to be

Alrigh, you're young, you're smart, you've got a good job. The job pays pretty well and you like most of the people you work with. But, there's a small matter that's a bit

unsettling and you don't know how to get a handle on it. It's the training thing.

Now, you've got to get experience and ulti-

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Why IAM gets my vote (cont.)

to if we wanted to have a job. Who do you think that program favors? It sure isn't the employee.

The second reason is broken promises. When Lockheed came around with their original "dog and pony" right after they won the contract, we were told we would see no reduction in pay. What they didn't tell us is that applied only to our "base" pay. We have lost Sunday pay, OJTI pay, and a number of other benefits we had under the FAA. We were also told we would see annual "cost of living" increases. It's been two years since the contract started and I'm making less than what I did under the FAA.

Reason three, benefits. When Lockheed took over from the FAA, I was able to get family medical coverage for around \$10 a week. That lasted all of 14 months. Then Lockheed decided to go "sole source" for our medical coverage through Aetna. My weekly premiums went from under \$10 a week to over \$125 a week for LESS coverage, higher co-pays, and a yearly deductible. I was paying \$6,500 a year for less coverage than I initially received for around \$500. Then add in the deductible and higher co-pays and the number jumps to around \$10,000. The price got so out of hand that I decided to drop the Lockheed coverage this year. In return, I get a whole \$30 a week from Lockheed.

Reason four, loss of the "Soft Landing" package. This is nothing but an empty threat. The majority of us who came over from the FAA have already or shortly will exhaust our rights under that package since it was only for the first three years of the contract and was never given to us in written form signed by a Lockheed official.

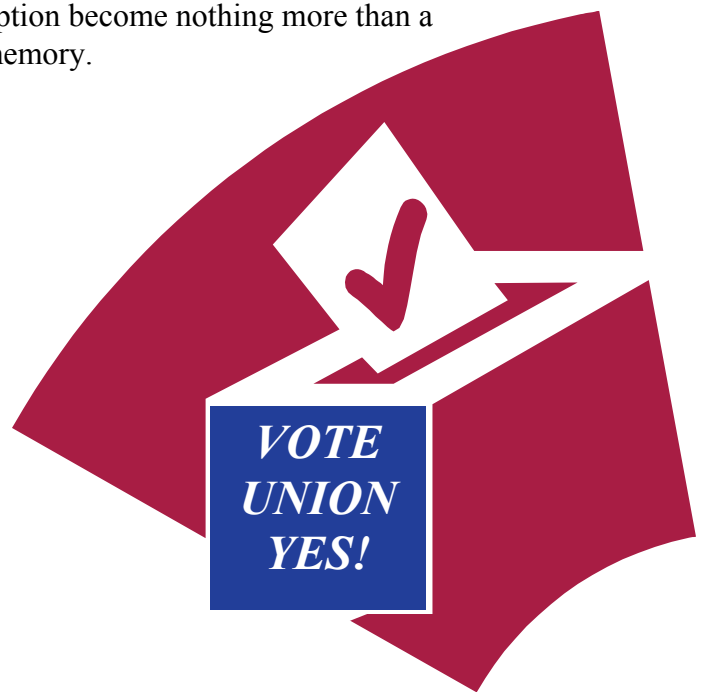
For the past six months, Lockheed has done nothing but tell us what is wrong with union representation and who's to blame for the problems (the IAM). They have yet to come up with any concrete offers, in writing, to address many of the problems we face now and in the future.

Like Ted Sturm, I grew up in a union town. The majority of the working people were represented by

unions. However, unlike Ted, I saw the machine guns pointed at striking workers by the Kohler Company security guards. I heard of people being shot at by those guards. And I have witnessed the formation of federal legislation that outlaws that kind of behavior by a company. So Lockheed now turns to their anti-union consultants to find ways to threaten you, to scare you, and to make you think the worst possible thing for you would be to have union representation.

Don't listen to them. Take the time to really learn the facts. Attend a union meeting sometime in the next two weeks. See what the IAM can offer you and why Lockheed is so afraid of us taking control of OUR lives and livelihood.

Honestly, I support the union. However, every one of you has to make that decision on your own. You need to look beyond the scare tactics and look at what lies ahead, not in the next four to six months but in the next four to six years or longer. I firmly believe that with the IAM, we—and Flight Service—have a future. Without them, we are but a pen stroke on some legislation away from losing our jobs and watching the ORIGINAL air traffic control option become nothing more than a memory.



Getting to where you want to be (cont.)

mately get checked-out in your required areas of responsibility. But, the training rotation seems a bit, well, random, or not-well-planned, sporadic, or sometimes personality-driven. So, what are you going to do? How do you get to where you want to be?

Well, you might try to become more



“charming” and hope that your irresistible personality carries the day. (More power to you if you can pull that one off.) Or, you can **Vote Union Yes** to make certain that your problem gets solved.

Training is important in

the IAM. You can check out our [Education & Technology Center](#) on our website. It’s the best in North America, and that’s not bragging. So, we understand your desire for OJT — and not just any OJT. OJT that is planned and rational and covers your needs as quickly as possible with-

out bias or favoritism or over-

exposure. OJT that is fair and predictable. OJT that is written right into your union contract so it can be independently enforced. With a union contract, your personality will perk up of its own accord and you’ll be on your way to where you want to be.

| Your IAM Reps by FSS Location | Code | IAM Rep (email link) | Phone |
|-------------------------------|--------------------------------|---------------------------------------|----------------|
| | ABQ | Red Dow | (505) 242-9622 |
| | BNA | Mike Cooke | (931) 624-4478 |
| | COU | Greg Beckham | (618) 407-1064 |
| | DCA | Steve Hantzis | (202) 285-8957 |
| | 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 |
| | MCN | Alan Williams | (229) 347-1561 |
| | MIA | Javier Almazan | (321) 652-2184 |
| | OAK | Jesse Juarez | (925) 550-0586 |
| PIE | George Myers | (717) 319-9115 | |
| PNM | Steve Nickel | (630) 414-1063 | |
| PRC | Don Gresham | (602) 574-1020 | |
| RDU | Joseph Greaser | (214) 695-8569 | |
| SAN | Bobby Martinez | (916) 517-8251 | |
| SEA | Jesse Cote | (360) 259-4389 | |

Puzzle Palace 213

Dear Dr. Know-it-all:

My boss tells me that the IAM will require me to pay union dues *up front in full*. Is this how you guys do it or is my boss blowing smoke?

- (A) Like a chimney.
- (B) Like Arrowhead Stadium on game day.
- (C) Like his hair is on fire from worrying about the union.

Correct Answer: All of the above. You may need a personal respirator to get through the election.

Division is not an option

Union busting is a field populated by bullies and built on deceit. A campaign against a union is an assault on individuals and a war on truth. As such, it is a war without honor. The only way to bust a union is to lie, distort, manipulate, threaten, and always, always attack.

... as the consultants go about the business of destroying unions, they invade people’s lives, demolish their friendships, crush their will, and shatter their families.

Martin Jay Levitt, 1993, *Confessions of a Union Buster*, page 1

Vote Union Yes!