



The eve of destruction?

This is an editorial.

We don't know what Lockheed Martin is thinking. We don't know what corporate imperatives are behind the radical restructuring of Flight Service. But, what we do know is that Lockheed has lots of money, wants even more money, and, they'd prefer that their AFSS workforce remain defenseless and non-union.

Because the IAM lost the union election last spring by one vote, the workforce is without a voice. Had the IAM won, the changes Lockheed are now planning would be subject to negotiations. For example, the IAM just finished "negotiations" with Boeing over the issue of job security for 27,000 members and we won after a tough fight. (See article below.)

The message we'd like for you to take away from this issue of NOTEM is simple: Young or old, senior or junior, you deserve respect, fair treatment and security. With the IAM *you* can make that happen.

From the Washington Post November 2, 2008.

Boeing machinists approve contract, return to work

SEATTLE (Reuters) - Boeing Co's 27,000 assembly workers voted to approve the company's four-year contract offer on Saturday, ending a strike that has stopped production at the plane maker's Seattle area plants for 57 days.

The International Association of Machinists and Aerospace Workers walked off the job on September 6 after rejecting Boeing's initial offer, demanding better pay and limits on outsourcing. It was the fourth strike in 20 years by Boeing's biggest union.

Nearly three-quarters of the union members voted to approve the new contract and the strike will

officially come to an end at midnight PDT.

"We locked in pension. We locked in health care and there is not a lot of people in this country right now that can say that," said IAM Aerospace Coordinator Mark Blondin.

Management and the IAM finally reached a compromise on Monday after two months of sporadic talks. Union members will return to work as early as the night shift on Sunday.

Boeing said the first 25 days of the strike cut profit by about \$250 million, as it was unable to deliver planes to customers. The whole strike could end up chopping \$600 million or more from profit, based on information in Boeing's quarterly earnings last week.

The Chicago-based company has said it will update its financial outlook and set a new timetable for its already-delayed 787 Dreamliner once the strike is over.

PROFIT HIT

Wall Street analysts have abandoned their previous estimates and are now expecting sharply lower profit.

The stoppage, which will have lasted 58 days when full shifts resume on Monday, is the longest strike at the plane maker's plants in 13 years. The union walked out for 28 days in 2005, 69 days in 1995 and 48 days in 1989. That means 203 days of production lost over the past two decades.

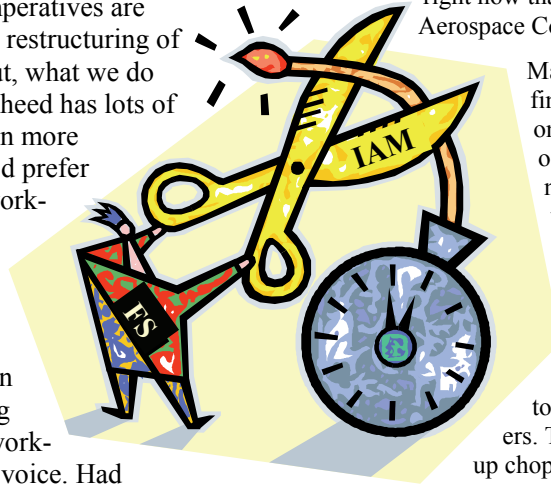
The agreement, struck late on Monday after five days of talks with a federal mediator, gives IAM members a 15 percent pay raise over the four-year life of the contract and allows the union more scope for challenging Boeing's use of outside contractors.

The IAM had initially wanted a 13 percent pay raise over three years and to rewrite certain language in the contract relating to outsourcing.

The breakthrough during the negotiations was Boeing's willingness to give ground on the issue of job security, union officials said.

"People are tired of being out of work," said Don Icenogle, 45, an inspector at Boeing's Seattle developmental center, who voted for the contract.

By Laura Myers and Daisuke Wakabayashi, Reuters



Rung by rung

Your next opportunity to vote for the IAM will come sometime soon after March 25, 2009. This date will bring to a close the one year waiting period required by law. But, let's look for a moment at what comes before the election and what comes after the election. With this issue of NOTEM, we introduce a segment called *WTF* (What're the facts). This segment is an outgrowth of the increasing interest shown in the union by new employees. Since many of the "old" employees already have a basic frame of reference for unions, we thought it might be informative to cover some of the fundamentals for the new folks. By the way, feel free to submit your *WTFs* to shantzis@iamaw.org.



We really need help now! We're afraid that Lockheed will destroy Flight Service before the IAM can negotiate a contract. WTF's the union's timetable?

First, although the union doesn't have a collective bargaining agreement with Lockheed Martin, we can still protect individual Flight Service employees against retaliation based on their union support. If this happens, you need to be in touch immediately. Secondly, when Lockheed says that they're going to disband Flight Service if a "third party" interferes, that's also a violation of labor law and we need to know immediately. Documentation is always helpful.

Our timetable is pretty straightforward and it's all very doable, with your support:

Mid-January — File for an election

March 25 — Ballots out

Late April — Votes counted

Mid-May — Negotiations begin

Early-June — Contract ratification

Now, some specialists have asked WTF's negotiable? And, the bottom line is just about everything that effects you: wages, days-off, work rules, layoffs, seniority and, yes, even the number of sites that Lockheed maintains for Flight Service.

Other specialists have asked "Will the union filing for an election stop Lockheed from reorganizing?" The straight answer is no.

The earliest the union can file, according to law, is sixty days prior to the anniversary of the previous vote count, March 24, 2009. That would mean filing around January 23, 2009. Upon filing for an election the employer must maintain the status quo throughout the vote

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	Mike Rose	(541) 337-2342
RDU	Joseph Greaser	(214) 695-8569
SAN	Bobby Martinez	(916) 517-8251
SEA	Jesse Cote	(360) 259-4389

Puzzle Palace 321

Dear Dr. Know-it-all:

(Fill in the blank. Quote from AP Oct. 21, 2008)

In the third quarter [2008], Lockheed's unit that makes _____ was the only one of its four divisions to post a sales gain, **rising 9 percent to \$2.95 billion.** (Emphasis added)

- (A) Toasters.
- (B) Thigh Masters.
- (C) Information Technology Systems (home to AFSS).

Correct Answer: You guessed it, "C." Congratulations, once again AFSS helped save the day!?!?

For the latest on AFSS and all things IAM, checkout:

www.goiam.org

count and since Lockheed has already put their reorganization in motion, it won't be easy to stop what they have in the pipeline.

But, that said, after we file Lockheed can't add to their reorganization scheme. Then, upon winning the election and during the time we are bargaining a contract, the employer is also required to maintain the status quo. So, the news is not good, but it's not all bad, either. Also, just because Lockheed changes work rules prior to negotiations does not preclude you from proposing a change at the bargaining table. And, if Flight Service stays united, you'll be in a strong negotiating position. Just like your brothers and sisters at Boeing.