



IAM NOTICE TO EMPLOYEES

NOTEM



# Jobs and respect, it's what we do

Unless you've been detained in isolation for the past few weeks, you probably heard the following from a Lockheed representative: "The IAM can't save your job." Chances are, you'll be hearing this straight through until the vote count on April 13. This miscommunication is a cynical attempt to discourage union support. The IAM *can* save your job. And, here's how.

First, let's dissect the message. Lockheed is telling you that your job is threatened. By whom? So, the party threatening your job is telling you that the IAM can't *save* your job — and this is supposed to do what, endear you to Lockheed? Frankly, Lockheed would be better off not even raising the subject since they are the party responsible for running Flight Service into the ground. They are the ones who applied poor management techniques, used non-integrated, faulty software and embarked on a short-sighted consolidation strategy. Because of their mismanagement they are now forced to "market" Flight Service back to the very folks they were supposed to be serving — the pilot community — who have stopped using the system because it is so poorly run. But, hey, it's their company and they can do what they want, right?

Not so fast. They get to do what they want so long as you — the professionals who drive the system — don't have a voice. The IAM, your union, will be that voice.

When you join our 120-year-old organization, an organization that has negotiated with Lockheed since the 1930s, you will have a voice. Your voice will be heard at the bargaining table, in the halls of Congress



and on the floor of your site or hub. Until then, let's take a look at the consolidation and job cutting policies Lockheed has undertaken.

Lockheed is a government contractor. They have agreed to provide a service to the FAA. In fact, they signed the largest non-defense service contract ever drawn up. The FAA is part of the Department of Transportation. Both entities are subject to oversight by the appropriate committees and subcommittees in the U.S. House and Senate.

Until recently, these political and governmental bodies have been in the hands of non-employee-friendly folks. That's changed. (See article on page 2.) So, who tells Lockheed what and when they can consolidate? You guessed it, Congress and the FAA. And, who has one of the most respected and well-funded operations on Capitol Hill? That would be your union, the IAM.

In the 2008 election cycle, the IAM distributed \$4,306,800<sup>[1]</sup> while Lockheed gave out \$2,248,405.<sup>[2]</sup> And, all the IAM money came from voluntary — we repeat — voluntary contributions. No dues money is used for our political action committee.

We are so well respected that Lockheed

# IAM Leaders Discuss Priorities with U.S. Transportation Secretary



*U.S. Transportation Secretary Ray LaHood (second from left) with (L to R) Tony Padilla, TCU/IAM Assistant National Legislative and Political Director, Transportation GVP Robert Roach, Jr., and TCU/IAM International President Robert Scardelletti.*

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	BNA	<a href="#">Tim Wright</a>	(931) 624-4478
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	DCA	<a href="#">Steve Hantzis</a>	(202) 285-8957
	FTW	<a href="#">Al Granado</a>	(817) 307-0723
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	IKK	<a href="#">Steve Nickel</a>	(630) 414-1063
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Transportation General Vice President Robert Roach, Jr., and leaders of other transportation unions met this week with new U.S. Transportation Secretary Ray LaHood and Rep. James Oberstar (D-MN), Chairman of the House Transportation and Infrastructure Committee, to discuss the priorities of the nation’s transportation workers. The discussion took place at the annual winter meeting of the AFL-CIO’s Transportation Trades Department.

General Vice President Roach and Secretary LaHood discussed the IAM’s unique partnership with New York City’s Aviation High School and the potential advantage of creating similar programs nationwide. “President Obama has embraced the need for increased vocational skills training to prepare the next generation of workers,” said Roach. “The Machinists Union is prepared to work with Secretary LaHood to ensure students interested in a transportation career have access to the training that will provide the skills they need to succeed.”

Other topics discussed with Secretary LaHood included OSHA protections for flight attendants, increased inspection

and standards for foreign repair stations that service U.S. aircraft and reforming flight attendant duty time to address dangerous fatigue. The IAM also stressed the importance of clarifying that FedEx mechanics and truck drivers are not aviation workers despite the company’s lobbying battle to preserve the intentional misclassification.

Secretary LaHood ensured the IAM will have the access to his office that his immediate predecessor did not provide. A follow-up meeting between the IAM and Secretary LaHood is being scheduled.

In discussion with Congressman Oberstar, General Vice President Roach stressed the need for President Obama to quickly appoint fair-minded individuals to the National Mediation Board (NMB). “Under the previous administration, the NMB had become a tool corporations used to silence workers,” said Roach. “With the transportation industry rapidly changing, immediate change is also needed at the NMB.”

If you’re not receiving *NOTEM* via email, send a note to [shantzis@iamaw.org](mailto:shantzis@iamaw.org) and get the news first.

## Jobs and respect , cont.

makes a big deal out of partnering with us on issues of mutual interest, like the F-22. You may have seen the full-page advertizing spreads in the Washington Post and other national newspapers. The point is this: Your union will go to bat for you and your job — that’s a promise. By joining with the IAM and tapping into [our long history](#) <sup>[3]</sup> and [substantial resources](#), <sup>[4]</sup> you do yourself a big favor. (See notes for details on web access to item #4.)

But wait, there’s more. The specialists who were separated on Inauguration Day were given the following documented reason for their removal:

“As a result of certain business conditions, which require a reduction in force, and after an extensive review of our organization’s business requirements and the positions required to support these requirements, we regret to inform you that you will be laid off effective close of business February 8, 2009.” — *January 20, 2009 Lockheed Martin letter to separated employees.*

Now, it’s not clear what “certain business conditions” or “our organization’s business requirements” mean in fact. That level of respect was not afforded the professionals who lost their jobs nor their families who continue to suffer as this is written. But, what is clear is that when Lockheed Martin sits at the bargaining table with the IAM, we will damn well know what the heck they are talking about. Because, [we’ll have the law on our side](#). <sup>[5]</sup>

Companies who plead financial hardship during bargaining have an affirmative obligation to make relevant business records available to the union for inspection and questioning. You, individually, will never see them. But, you, the proud member of the IAM, will see it all. And, any data the company produces will be scrutinized by economists and financial professionals in the IAM Strategic Resources Department to help your elected bargaining team deliver the best union contract possible — a contract that you, the proud IAM member, will vote on. Membership ratification is a matter of principle and protected by the [IAM Constitution](#). <sup>[6]</sup> You know, the constitution that according to Lockheed, “The IAM will never let you see.” (Again, see notes for details on web access.)

And, by the way, here’s a throw-down. Since the IAM publicly reports the salaries of all of it’s officers and employees — from the International President all the way down, everyone who draws an IAM paycheck — why doesn’t Lockheed? Heck, just the management associated with AFSS would be a good start. It seems like the guys who claim that the IAM is “all about money” would have nothing to fear from self disclosure. Oh, hey guys, when you’re drafting your disclosure statements don’t forget the bo-

nuses.

So, what about your jobs? Well, we know that Lockheed is planning to use casuals to “fill in” for specialists — specialist they have already laid off or plan to lay off. But, guess what, casuals are negotiable. Since casuals do *your work*, you should have a say in how many Lockheed can use — if any — and how they are used. And, that goes for any Lockheed salaried staff doing specialists’ work.

Can you negotiate to keep your job, as in, can you be “guaranteed” a job for the life of the contract? Absolutely, although a more accurate description would be that you can negotiate “positions,” not jobs. Now, this is tough but, if you’re tough enough and together enough, you can do it. You’ll need to stay solid and not flinch when Lockheed huffs and puffs. Did you know that your friendly neighborhood career Letter Carrier can’t be laid off? Check out [Article 6 in their agreement with the USPS](#). <sup>[7]</sup> He or she negotiated a union contract under the same subject matter parameters that you will. And, postal workers don’t even have the right to strike.

Did you read [NOTEM Issue 21](#) (November 1, 2008)? <sup>[8]</sup> The six thousand IAM members at Boeing whose jobs we fought for last fall are still working. They saved their jobs by fighting a mega-company and hanging tough. The IAM has dealt with Boeing and Lockheed for a very long time. We all know the game. But, ultimately, when it comes to jobs, the IAM is simply a vehicle to help *you* get to where you want to be. So, get on the bus for respect and job security.

Here’s something else to remember, especially for you former FAA folks: The world of collective bargaining changed when you went contract. Under the [old Federal employee law](#), <sup>[9]</sup> you were highly restricted in what you could bargain, and, Federal management was given certain “management rights” by law. They had the right to hire, fire, assign, determine numbers, types, grades and series or employees and the methods and means of performing work. [Lockheed does not have those rights, not as a matter of law](#). <sup>[10]</sup> They have to bargain for what they get.

Finally, here’s a hypothetical: What if Lockheed wants to downsize and your elected bargaining team has been told by the membership that “They can have my job for \$\_\_\_.” Then, you might bargain a way to downsize but it’ll be a fair and equitable buyout, not the pathetic offer people are now forced to consider. Again, with the IAM on your side these things are possible, without the IAM . . . well, you know the drill.

# Check the source

[1] IAM Political Action Committee (Machinists Nonpartisan Political League)

<http://www.opensecrets.org/pacs/lookup2.php?strID=C00002469>

[2] Lockheed Martin PAC <http://www.opensecrets.org/pacs/lookup2.php?strID=C00303024>

[3] IAM History <http://www.goiam.org/content.cfm?cID=7703>

[4] IAM Financial Report to Department of Labor and IAM Constitution

For some reason, DOL will not link directly to the data source so you have to do the following simple search. To get to the IAM reporting page go to <http://erds.dol-esa.gov/query/getOrgQry.do>

In the *File Number* box, type in “000-107” and submit.

For the financial report, click on “2007 Report”

For the Constitution, click on “MACHINISTS AFL-CIO NATIONAL HEADQUARTERS” and scroll down to the attachments.

[5] Companies claiming “Financial Hardship” during bargaining

[http://books.google.com/books?id=NcVT1U2nNdkC&pg=PA618&lpg=PA618&dq=NLRB+Financial+hardship+duties&source=bl&ots=mOWV6ZKwh&sig=v0te8CKZ-DdHVx5ZvuVWASjy-1Y&hl=en&ei=tvK8SYXbCtjgtgeYrLn3Cw&sa=X&oi=book\\_result&resnum=3&ct=result](http://books.google.com/books?id=NcVT1U2nNdkC&pg=PA618&lpg=PA618&dq=NLRB+Financial+hardship+duties&source=bl&ots=mOWV6ZKwh&sig=v0te8CKZ-DdHVx5ZvuVWASjy-1Y&hl=en&ei=tvK8SYXbCtjgtgeYrLn3Cw&sa=X&oi=book_result&resnum=3&ct=result)

Or, if you happen to have a copy lying around, pull out: *Fundamentals of Employment Law*, By Karen E. Ford, Kerry E. Notestine, Richard N. Hill, American Bar Association. Tort and Insurance Practice Section Edition: 2, Published by American Bar Association, 2000 ISBN 1570738068, 9781570738067

Or, if you search Google Books for “NLRB Financial hardship duties” it should be about the third one listed.

[6] IAM Constitution (See note #4)

[7] Letter Carriers National Collective Bargaining Agreement <http://www.nalc.org/news/bargain/2006-2011%20National%20Agreement%20-%20FINAL.pdf> (Article 6)

[8] *NOTEM Issue 21*

[http://www.goiam.org/uploadedFiles/Pick\\_A\\_Fight/Lockheed/Issue\\_Updates/NOTEMIssue21.pdf](http://www.goiam.org/uploadedFiles/Pick_A_Fight/Lockheed/Issue_Updates/NOTEMIssue21.pdf)

[9] Federal Service Labor Management Relations Statute <http://www.fra.gov/statutes/fslmrs/fslmrs.html>

[10] National Labor Relations Act

[http://www.nlr.gov/about\\_us/overview/national\\_labor\\_relations\\_act.aspx](http://www.nlr.gov/about_us/overview/national_labor_relations_act.aspx)

