



IAM NOTICE TO EMPLOYEES

NOTICE



It's never too late . . . until it's too late

Rushing through life is no way to live. You need to take time, smell the roses, hug your loved ones and, most importantly, **Be positive and Vote Union Yes.**

We know you're busy. We know that Lockheed keeps you on a short leash, changes schedules and gives you little warning. It's enough to make your head spin. We get it. But, don't let *this* opportunity pass you by.

By now, most specialists have already returned their ballots to the National Labor Relations Board in Baltimore, Maryland. But, there may be a few — just a few — who have left this important task to the last minute. If you're one of them, go find that ballot right now, complete it per the NLRB instructions, **Vote Union Yes** then drop that puppy in the mailbox. For anyone who thinks their vote doesn't matter, here are some numbers that might jog you into action: 441-440 — that's the official vote total from last year's election.

So, what's at stake? At the risk of sounding like a broken record, here's a short list of concerns that the IAM — your union — can help with.

Job Security

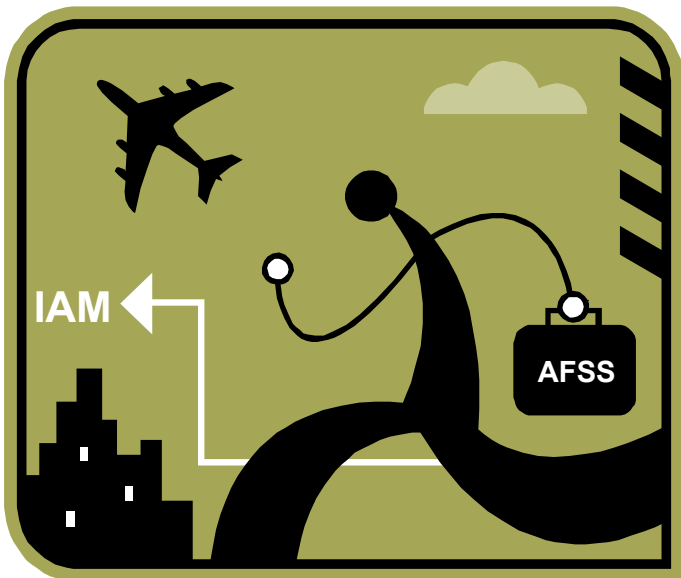
Lockheed wants fewer specialists, we want everyone who has a job to keep their job. And, the IAM has the clout to get the job done.

Pay and Benefits

You want more, we can help. You want it in writing and enforceable in court, the IAM can help.

Seniority and Job Bidding

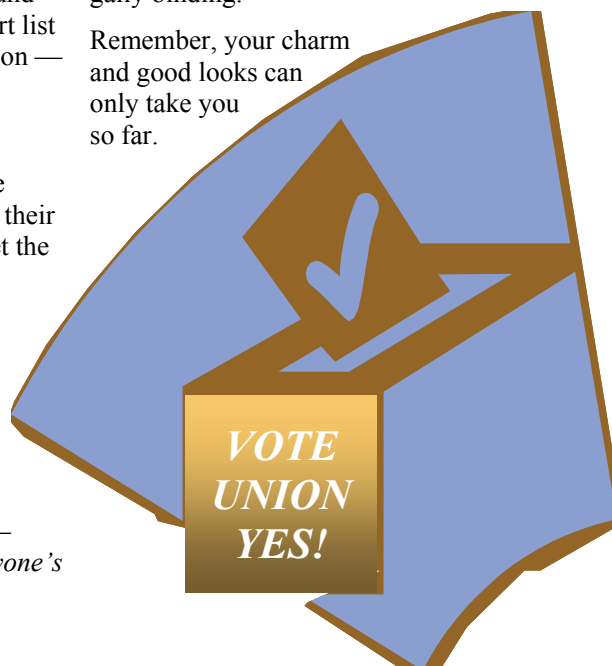
We want whatever *you* think is fair — within the context of protecting *everyone's* job. It's that simple.



Respect and Equality

Lockheed is a corporation, it thinks like a corporation. The IAM is a union and we think like our members because we elect officers at every level of the organization. An individual worker at Lockheed will never have the clout to solve a problem all by themselves. That's reality. But, with the IAM you gain equality and respect. Serious problems will be heard by an independent arbitrator whose decision is legally binding.

Remember, your charm and good looks can only take you so far.



Lockheed, misleading to the very end

So many distortions, so little time. Give Lockheed their do, they have a wonderfully creative bent for planting oddball questions in the minds of their workforce. Perhaps, if the IAM had equal time to reply — or heck, just half the time — flight specialists might be able to come to intelligent decisions about their future without getting cognitive whiplash. So, put on your neck-restraints, this ride may jolt a bit. Here we go:

Lockheed — Okay, you don't have to join the union in Right-to-Work states but the IAM will negotiate an "agency fee" equal to the dues.

IAM — No.

Lockheed — Negotiations will "start from zero."

IAM — No. Lockheed may want to start from zero but we're starting from where you are. Now, think about it. If bargaining started from zero, why would Lockheed fight the union and spend millions on an outside antiunion law firm? Wouldn't they want the IAM so they could pay you less?

Lockheed — Two guys from Jersey wearing fedoras will pull up in a black sedan and tell you what's what.

IAM — No. Now, you may see guys from Jersey because the IAM has members in all 50 states, and Canada, but . . . come on. Forget about it.

The true outsiders in this campaign are the overpriced antiunion consultants from Ogletree & Deakins who Lockheed has hired to pull strings behind the scenes and manufacture just this type of negativity.

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	

Nuts & bolts of bargaining

First, let's not get ahead of ourselves. We've got to win the election before we worry about bargaining a contract. So, **Vote Yes Today**. Thinking positively, here's a quick outline for how bargaining will proceed.

- 1) IAM members will elect bargaining reps and alternates from each site and hub.
- 2) IAM members will get a chance to weigh in on their important bargaining issues through meetings and surveys.
- 3) The bargaining reps will meet at the IAM Training Center and develop proposals with the assistance of our Strategic Resources

Department. Our Aerospace Department will provide a Lead Negotiator who specializes in Lockheed Martin contracts. The bargaining reps will elect a table team of six (one from each hub and one from each service area.)

- 4) The team negotiates with Lockheed and brings back a contract for IAM members to ratify. If you want to strike Lockheed it will require a two-thirds majority vote. If you want to accept the contract it takes a straight majority.

We've done this thousands of times. It's a process that has produced industry-leading contracts time and time again for over 120 years, nearly eighty with Lockheed Martin.



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And Aerospace Workers**
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Place
Postage
Here