



IAM NOTICE TO EMPLOYEES

NOTEM

Every vote *really* did count

As you may remember, the AFSS election resulted in a 438-438 tie with nine challenged ballots. After reviewing the parties' respective positions and submissions, the NLRB agreed with the IAM that our four "out-of-the-unit" challenges should stand, then the NLRB decided to open the remaining five challenged ballots that had been set aside because of "signature" issues. These five broke down 3-2 in favor of the company leaving the vote total at 441 to 440.

The IAM then offered to withdraw its outstanding objections to Lockheed's conduct if Lockheed would agree to open all of the late ballots and unsigned ballots, thirty-one votes in total. Lockheed refused.

This leaves the IAM's objections to the conduct of the election as the only outstanding issue. The principal concern of the NLRB is Lockheed's use of the mandatory "Communiqués" while the ballots were out. A hearing on that issue will be held in Washington, D.C. next Tuesday. Should the IAM prevail, the NLRB can set another election.

All of these technical and legal proceedings should not blur the fact that the IAM will *eventually* be the union for AFSS professionals. Every step we take during this complex period is designed to get AFSS



employees into a position to re-vote with the shortest possible delay. After all, we don't have to tell *you* that Lockheed has free-rein so long as you are unrepresented.

As we said, the current situation is complex. The intricacies of NLRB case law and the timetable for a decision from the Board are just two variables. But, your union is well-represented and your coworkers have come forward to be witnesses and produced excellent supporting documentation. We will play our hand with confidence and we will always remain focused on getting you the earliest possible re-vote.

Read the NLRB's *Supplemental Decision and Order of Hearing* at:

<http://www.goiam.org/content.cfm?cID=11888>

Don't forget to check out the **IAM AFSS website** at

www.goiam.org

What comes next

Whatever the decision of the NLRB, whatever the outcome of the hearing, every IAM supporter at AFSS should rest assured that they will have a second shot at the gold ring. Meanwhile, IAM supporters should take pride in the fact that they battled giant Lockheed to a virtual draw with the cards stacked against them. Corporations like Lockheed Martin, with their unlimited war chests, outside union-busters and total control of communications within the bargaining unit are always formidable. The union's message is never as easy to get out as the company's propaganda.

If you view things incrementally, the IAM has already managed to resolve the wage determination issue, force Lockheed to acknowledge deficiencies in internal AFSS communications, and, extract a public pledge from the company to improve the FS21 system. If Lockheed follows through, this will be positive. Also, we have forged an alliance with AFSS employees who are working diligently on the pension recovery project — and we'll keep working this problem until it's resolved.

“What comes next,” is a new election. As events unfold over the coming weeks we'll be able to set a timetable and reconstitute the campaign. As always, you can get all the news that's fit to *believe* right here on NOTEM. Thanks again for your support.

Want the news first?

If you'd like to be added to our email distribution list please send a note to:

shantzis@iamaw.org

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	Beau Jencks	(269) 420-3556	
RDU	Joseph Greaser	(214) 695-8569	
SAN	Bobby Martinez	(916) 517-8251	
SEA	Jesse Cote	(360) 259-4389	

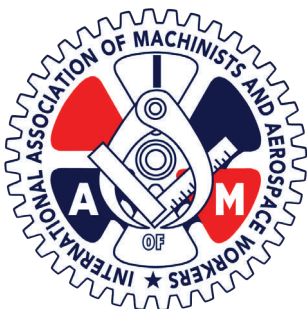
Puzzle Palace 218

Dear Dr. Know-it-all:

How many pay raises and retroactive checks did LMT deal out since the IAM union campaign started last July?

- (A) A bunch.
- (B) Couldn't keep track.
- (C) Obviously, one vote too many.

Correct Answer: All of the above, and enjoy all that you get because it simply sets a higher benchmark from which to bargain more. Glad we could help!



**International Association of Machinists
And Aerospace Workers**
9000 Machinists Place
Upper Marlboro, MD 20772

Place
Postage
Here