



**IAM**

**SAIC**

**INFORMATION GUIDE**



# So, What Exactly is a Union?

## The short answer: You.

**Well, you and your co-workers.** By definition, a union is an organized group of workers who join together to improve their working conditions. In the U.S., that typically means collective bargaining.

**SCIENCE APPLICATIONS INTERNATIONAL CORPORATION (SAIC)** workers would sit down with managers at SAIC to negotiate (collectively bargain) wages, benefits and working conditions. Under the law, these are all “mandatory subjects of bargaining” and SAIC management must negotiate in “good faith.”

It’s about putting power back into the hands of those of you who make SAIC run on a daily basis. Alone, you have no more power than what the company gives you. But together you can make real, purposeful changes at SAIC.

In negotiations, the IAM (the International Association of Machinists & Aerospace Workers) will be there to help you. As your bargaining representative, we’ll throw all of our weight behind getting you your own collective bargaining agreement. And then we’ll be there to make sure that agreement is properly enforced. It’s nothing new. We do it for more than 600,000 workers across North America.

# The Union Advantage



## **FAIRNESS**

A union-negotiated contract puts rules in place that allow you to do your job without fear of retaliation or unjust treatment. If you feel those rules have been broken, you have the legal right to appeal through a grievance procedure. As a result, everyone is treated with respect. Not just management's chosen favorites.



## **WAGES**

Fairness also means higher and more equitable wages. Yeah, union members earn roughly \$200 more every week than non-members. But it's so much more than that. It's about negotiating with your bosses over set wage increases that can't change at management's whim.



## **DIGNIFIED RETIREMENT**

For IAM members, it also means a secure retirement. Three out of every four union members have a pension plan. Only 16 percent of others have the same. For union members, that means a defined benefit in retirement that they can count on. Even for union members without a pension, they are still able negotiate over what their 401(k) and other employer-provided retirement plans look like.



## **WORK-LIFE BALANCE**

Eighty-seven percent of union workers have access to paid sick days, compared to 69 percent of non-union workers. Roughly 89 percent of private-sector union workers get paid vacation and holidays, compared to roughly 75 percent of non-union private sector workers.<sup>1</sup> At the IAM, we have members with legally binding contracts stating that every member has to have at least 2–3 weeks notice before receiving a schedule change. We understand that and make sure your time is respected. Taken together, it means more quality time to spend doing the things we care about.



## **HEALTH & SAFETY**

Finally, power is the ability to negotiate better health care benefits. Life can be tricky. So can our work. You never know when we'll be put in a position where we need serious medical care. It's nice knowing we'll be able to negotiate over what that care looks like and how much it is going to cost.

# Unmatched Resources

The IAM is among the most well-resourced unions in the world. The following are examples of what the IAM has to offer:



## **STRIKE FUND**

In the unlikely event you go on strike, you will receive strike benefits each week. The IAM's Strike Fund is approximately \$100 million.



## **WILLIAM W. WINPISINGER EDUCATION AND TECHNOLOGY CENTER**

The IAM maintains a state-of-the-art education and technology center that trains IAM members and representatives. The center ensures that the IAM continues to excel at representing its members. IAM members attend for free and can receive college credits. No other union has an education center equal to the famed "W3."



## **COLLEGE BENEFITS**

Yes, you read that right. The IAM has a college degree program that members and their families can access. For more information, visit: [www.iamadvantage.org](http://www.iamadvantage.org)



## **EXPERT ATTORNEYS AND ECONOMISTS**

IAM expert attorneys and economists guarantee your rights are respected and a fair deal is reached at the negotiating table.



# Your Rights Under the Law

Under the National Labor Relations Act (NLRA), workers have a right to:

- Organize a union to negotiate with your employer concerning wages, hours and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with the employer setting wages, benefits, hours, and other working conditions.
- Discuss terms and conditions of employment or union organizing with their co-workers or a union.
- You have the right to attend union meetings and ask others to attend.
- You have the right to wear a union pin on the job, so long as it does not carry a controversial slogan or violate company policy or uniform requirements.
- You have the right to hand out information, including a-cards, during non-work times in non-work areas.
- You have the right to assist in, and encourage others to support the union, so long as it doesn't interfere with your work or violate posted company policy.
- While at work, you are able to talk about the union like you would any other subject, like sports or family. Such conversations should not interfere with work duties.

## What Supervisors & Your Employer Cannot Do

- Cannot fire or punish anyone for engaging in protected union activity.
- Cannot stop employees from handing out and getting a-cards signed during non-work times in non-work areas.
- Cannot ask employees if they signed a card, whether or not they support the union or how they will vote in a union election.
- Cannot discontinue any terms of employment because an employee supports unionization or promise benefits to not support unionization.

# Frequently Asked Questions

## **Q. What is collective bargaining?**

**A.** The process in which working people, through their unions, negotiate contracts with their employers to determine their wages, benefits and other working conditions.

Every year, millions of America's workers negotiate or renegotiate their collectively bargained contracts.

## **Q. What can union members bargain with their employers over?**

**A.** By law, the employer is required to bargain over "wages, hours, and other terms and conditions of employment."

- Wages
- Health and safety procedures
- Discipline and grievance procedure
- Arbitration
- Seniority

Fringe benefits are also negotiable.

- Vacation
- Holidays
- Pensions
- Health insurance
- Sick time

## **Q. What happens next?**

**A.** If we vote to join the IAM, one of the first things we will do is survey all of the SAIC workers to identify issues and problems you would like to see addressed during negotiations with the company. A negotiating committee is then formed, consisting of SAIC workers with experienced IAM representatives and professionals.

This negotiating committee then meets with the company to start contract negotiations. Once a "tentative agreement" is reached, you and your co-workers will vote on whether to accept or reject the contract offer.

## **Q. How much will my dues be?**

**A.** IAM dues are established through Local or District Lodge bylaws and add up to just a fraction of your monthly take-home pay.

**NO DUES WILL BE PAID UNTIL A RATIFIED CONTRACT IS IN PLACE.**

## **Q. What do my dues pay for?**

**A.** Dues secure all the benefits, rights, services and privileges that are negotiated through collectively bargained contracts. Check out the "union advantage" page to see all that dues pay for.

### **Q. How is the Money Monitored?**

**A.** In every IAM Local and District, at least six officers share responsibility for protecting the members' dues money. Local Lodge funds must also be audited twice a year. The members nominate and elect auditors (Local Lodge officers may not serve as auditors) and three Trustees to review and verify the auditor's reports. The reports must then be submitted for review by the Local membership and the General Secretary-Treasurer. As a further check, the International Union conducts periodic, unannounced audits of Local and District Lodge books. Likewise, the integrity of the International Union finances are protected through annual audits by an independent firm of certified public accountants.

### **Q. Will my dues money go to politics?**

**A.** Dues money **does not** go towards political candidates. Every dollar spent on political lobbying comes from voluntary donations to the Machinists Non-Partisan Political League (MNPL).

### **Q. Does the union protect lazy people?**

**A.** Work standards and conduct are just as important in a unionized workplace, and management still has a responsibility to address poor performance. Unions make sure the hiring process is objective, so management can't just hire and promote their friends.

### **Q. Will we have to strike?**

**A.** Odds are you will never go on strike. Every year, 99 percent of IAM negotiations are settled without a strike through businesslike, professional negotiations with the employer. If, as a last resort, you do have to go on strike — it will be your decision and it will be about using your collective strength to secure better wages, benefits and working conditions. You will receive strike benefits. Members covered by the contract vote on the proposed agreement and on whether to strike. It takes a simple majority (50 percent plus one) of those voting to accept a contract. It takes a two-thirds majority (at least 66.6 percent) to strike.

### **Q. How do dispute resolutions work at a unionized facility?**

**A.** Without a union contract, employers make whatever rules they choose, and change the rules whenever they choose. With a union contract, you have rules and legal rights in the workplace that the employer cannot alter without negotiating with the union. Everyone covered by the contract has the legal right to appeal — that is, to file a "grievance" — if they believe the rules have been broken. Trained IAM stewards and business representatives, who are SAIC workers, will meet with management to resolve the grievance. Ultimately, cases can be taken before an impartial arbitrator to be resolved.

## More Resources

- [GoIAM.org](http://GoIAM.org)
- [IAMNPF.org](http://IAMNPF.org)
- [IAMBTF.org](http://IAMBTF.org)
- [IAM401k.org](http://IAM401k.org)
- [GuideDogsofAmerica.org](http://GuideDogsofAmerica.org)
- [IAMAdvantage.org](http://IAMAdvantage.org) Great deals for IAM members can be found here!



### **International Association of Machinists and Aerospace Workers**

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   Machinists Union

