



Negotiations Survival Handbook 2022



District Lodge 776

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIO**



Negotiations Handbook Contract 2022



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IAMAW District Lodge
776

International Association
of Machinists and
Aerospace Workers

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“This will be the most important contract negotiations we have had in years. We must be resolute and ready, if we are going to make improvements to the wages, rights, and benefits we have today.”

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“We build the greatest aircraft in the world with pride, skill, and teamwork. Let’s use that same pride, skill, and teamwork to fight for a good and fair contract.”

INTRODUCTION

Contract time is here again. After nearly six years, we are again approaching our contract's expiration, and we will be moving into negotiations with the goal of negotiating a fair and equitable agreement, that we can proudly recommend and ratify, but we need your help.

Because you were all deemed "Essential Workers" and had to work through the most trying times of the worldwide Covid-19 pandemic, financial times are good for Lockheed Martin. This is most certainly not the time for Lockheed Martin to demand takeaways. But sadly, history tells us that is exactly what Lockheed Martin will do. The only way to get a good contract is to stand together.

In this Handbook, we will explain how the negotiations process works. We will also talk about your role in the negotiations process, what you - as a member - can do to help. There is also a section in this Handbook to help cope with the pressures and anxiety that we all experience during contract time. We will do this by exposing some of the tactics the company will try to use to put doubt in your mind and to create turmoil amongst our ranks. To help you there is a special section on frequently asked questions and answers that always surface during negotiations.

While using this Handbook please remember one thing: Together, standing strong as one Union and speaking with one loud voice, we will improve our standard of living.

Your Negotiating Committee has prepared this Handbook to help answer some of your questions, help you remain strong, and help you support each other in the weeks and months ahead.

In Solidarity,
The Negotiating Committee



“Your elected Negotiating Committee is well-prepared to take on the company in this round of negotiations and will present our bargaining demands”

HOW THE NEGOTIATION PROCESS WORKS

Many of us know that the process of getting a new contract starts long before we show up to vote on the company's "Last, Best & Final Offer." What many people may not know, however, is that the process that gets us to that point starts about a year before that meeting ever takes place.

It starts when our membership elects a Negotiating Committee. Our elected committee attends negotiation preparation training at the IAM's William W. Winpisinger Training center where they review what took place during past negotiations and the impact of the current contract on our members. The Negotiating Committee carefully looks at what has worked and what has not worked, and what has had a positive or a negative effect on our membership.

Current and past negotiating committee members will tell you that there is a lot of discussion between committee members about what can be done to improve the next contract's outcome. Our committee focuses on what they hear from the membership. Some of the things that help our committee focus on certain topics for negotiations, include, but are not limited to:

- A review of grievances that have been filed during the current contract. Especially grievances that are a direct result of changes negotiated during the last round of bargaining.
- Feedback from surveys that are designed to let our committee know what issues are most important to our membership.
- A complete review of the current bargaining agreement.
- Feedback from shop stewards, who are on the front lines every day. Your steward can't be everywhere, so they must rely on you to help keep them informed on what management is up to.
- Information requests are carefully prepared and submitted to the company. The company has a legal obligation to respond to our Union's request for all information that is necessary and relevant for bargaining.

- Industry standards are carefully reviewed by Union negotiators, as well as nationwide trends in aerospace, to create the best proposals.
- Local, State, and National cost of living indexes also are a key part of the Committee's preparation.

These are just some of the resources our committee relies on to begin putting together a contract proposal.

How Does our Committee Actually Do Its Work?

The negotiating committee starts out meeting several times per month. As the contract expiration date gets closer, our committee starts to meet on a more regular basis preparing contract proposals to present during face-to-face negotiations with the company.

Union and company negotiators will begin meeting fulltime following the formal opening of negotiations on February 22, 2022.

The Committee's goal is to have an agreement completed a few days before the current agreement expires.

This allows our committee enough time to prepare and print the information to present to the membership during the Contract vote meeting that will be held on April 24, 2022.

There have been several times in the past where the negotiating committee has had to negotiate right up to the last day to secure a better agreement.

We hope this summary of the process helps shed some light on the steps that go into negotiating a new contract. More importantly, let us never forget that the wages and benefits we receive today are a result of many years of collective bargaining and not a gift from the company. Without the protection of a collective bargaining agreement, the company could change and/or even eliminate our health insurance, paid time off, holidays, retirement benefits, and many other benefits we enjoy today. Without the support of the membership, our Union's ability to protect and improve our wages and benefits will suffer.

Union members are the most important piece in this process!

You are the true power in this process. Let the company know how you really feel. You have the final say as to whether you will accept or reject the company's "Last, Best and Final Offer."

The membership is the true force behind the IAM "FIGHTING MACHINISTS"!



“You have the final say as to whether or not you will accept or reject the company’s Last, Best and Final Offer.”

MEMBERS' ROLE IN THE NEGOTIATION PROCESS

Negotiating a contract for the membership is one of the most important reasons for having a Union. The contract sets our wages, benefits, and working conditions for the next several years and has a major impact on each of us.

The next contract, like the current one, determines how we support our family and our ability to keep up with the ever-rising cost of living. Also, it determines what medical options you have, life insurance, the out-of-pocket costs for those benefits, how you will be able to plan for your retirement, and how the company deals with you here at the plant.

Having a good Negotiating Committee is an important step in this process but again, the single most important factor in the negotiations process is our membership.

This cannot be stressed enough - our strength as workers is in our unity. The more active and involved the membership is in the negotiating process, the better our chances are for securing the good contract we Essential Workers deserve.

We should not kid ourselves. We as members need to understand that everything we do and say out on the floor is communicated right up the chain of command. The company knows our business.

Have you ever noticed that management rarely airs its dirty laundry in front of us? That is not because they do not have complaints and gripes about their own leadership. They just usually only air their complaints behind closed doors. We as Union members need to take this same approach to keep the company guessing. We need to keep them off balance, so they have no idea what we are thinking or planning. It makes the Company approach us more cautiously because they are not sure how we will react to an unfair contract offer. This sets the mood of the negotiations at the table.

What can you do to help?

There are many things you can do to help to increase our chances for a successful negotiation.

Tell your management that you expect the company to negotiate a fair

contract, that rewards the hard work of Essential Workers!

If your supervisor asks if our Union is going to strike, tell them that all depends on the company's willingness to negotiate a good agreement.

Support each other. Talk to your fellow members and share information with them.

Participate in our Union surveys.

Participate in all regular and special called union meetings.

Wear your Union gear (T-shirts, stickers, etc.) to give the Union visibility and to show our solidarity.

Make sure your stewards are forwarding you information and updates during negotiations.

There is strength in numbers. To have a voice in the process you must participate in that process.

Volunteer for one or more of our committees that have been formed in the event of a strike.

Volunteer any talents or skills you may have to help other members in times of need. We have many trades and skills in our ranks, and we can provide vital services to one another should we need to go on strike. Skills and trades such as carpenters, electricians, plumbers, HVAC techs, auto mechanics and many other skills could be of help to all of us.

There are many things you can do to help to increase our chances for a successful negotiation.



COPING WITH THE PRESSURES OF NEGOTIATIONS

Contract time is highly emotional for everyone. Understanding some of the events that are about to take place will help you know what to expect and put things into perspective.

The company may try all kinds of scare tactics designed to put doubt in your mind.



“The Company may try to persuade you in crew meetings on how great their contract offer really is.”

They may tell you how great the contract offer is, or that maybe you just don’t understand the offer or that “the Union didn’t really explain the contract proposal to you.”

They may send a letter informing you that your benefits will end immediately if the contract is rejected, and the membership strikes.

The company may hold meetings with IAM members to try to convince you that their contract proposal is really a fair offer, but we are all savvy enough to know when we are being lied to.

If Lockheed really cares about us, then they would treat us with the respect we deserve by negotiating an industry leading contract with good general wage increases, better retirement benefits, and improved health care.

Our labor and expertise helped Lockheed Martin win the F-35 program, the program that keeps the corporate cash register ringing.

Most of us hourly “Essential Workers” didn’t get to work from home during the Covid-19 pandemic, we were required to put ourselves and our families at risk by continuing to report to work every day.

We did our part, now it is time for the company to do its Part, by negotiating a good contract.

As we head deeper into contract negotiations remember to stop, watch, and listen closely to what it is the company is doing and saying.

Are you getting those letters in the mail?

Are they talking up their proposal in crew meetings?

Is management telling you that you are already making top dollar?

Does management get pay increases?

What is the shift differential pay for your supervisor?



“If the company really cares about you and your family’s well-being, then they will negotiate a decent contract.”



“It is against the law for any manager to threaten, intimidate, coerce or influence any union member’s decision when voting on a proposed contract.”

FREQUENTLY ASKED QUESTIONS AND ANSWERS

“Leading the fight to make it right.”

We believe the right thing to do is to work to maintain and improve the quality of life for every member.

Our negotiating committee has put together a communications plan to increase participation of our membership. Your participation is vital to the success of these negotiations. As we progress closer to the final contract vote, communication with each other is key. We will be calling on every member to step up and do whatever it takes to lead our membership to a contract victory.

The following question and answer section provides you with answers to some common questions your negotiators are asked during negotiations.

Negotiations

How can I help during the negotiations process?

Participate in the discussions, rallies, surveys, and other events showing solidarity. Wear the contract t-shirt at the designated times to show unity with your brothers and sisters. Solidarity works.

Why do we have rallies during negotiations?

It is very important that our membership demonstrate their solidarity and their support of the negotiating committee, letting the company know we are unified and strong.

How will our Negotiating committee keep us updated on negotiations?

We will provide regular updates using our website, mass texting, Facebook, flyers, face-to-face shop floor meetings and through our Union stewards. Mass texting updates are also available to those who request them. Members need to contact their steward to fill out the contact information card.

Watch our website <https://iamdistrictlodge776.com> to receive up-to-date information.

What should I say to support our Union's efforts in negotiations when I am asked by management to give them my opinion?

Supervisors and other managers will be out in force trying to gauge our members' support for various issues. They in turn send this information right up to the company negotiators. The best way to win a good contract is to be strong and together on the shop floor. Our Union negotiators are looking out for your best interest; the company is looking out for its own best interest. You can support each other throughout negotiations by sending a strong unified message to company management about better pensions, lower health care costs, job security and issues important to all of us. Tell the company to do the right thing on these issues.

When do negotiations with Lockheed Martin start?

Face-to-face negotiations with the company begin on February 22, 2022.

How much influence does our IAM Grand Lodge have on the outcome of our contract?

The Grand Lodge will provide the help and resources needed to secure a good contract.

The Chief of Staff of the IAM's Aerospace Department, Jody Bennett is assigned to assist in these negotiations. We also have the assistance of the Strategic Resources Department, Legal Department, Communications Department, and the Community Services Department.

General Vice President Rickey Wallace and the Southern Territory Office in Arlington will also provide any assistance needed. District Lodge 776 President, Paul Black is our Spokesman during these negotiations.

Only our elected negotiating committee will have a vote on whether to recommend the company's "Last, Best, and Final Offer" and/or to recommend a strike to the membership, and only our membership votes on that recommendation during the ratification meeting.

The Contract Vote

When the Company delivers their Last, Best and Final offer to our Union Negotiators, what happens next?

Our Union Negotiating Committee will review the proposal, make a synopsis of what has changed, and then get copies printed so you have it in your hand before the contract meeting vote.

“Our negotiating committee will review the company’s Last, Best and Final Offer and make a recommendation to the membership to accept or reject the company’s offer. The final decision is the memberships to make.”

Our negotiating team will also inform you about its recommendation on whether or not to accept the company’s “Last, Best and Final” proposal and also if it recommends a vote to strike for a better agreement. The Company will launch their own campaign to sell the contract immediately following its delivery to our Union negotiators. They will include their reasoning and rationale of why it is a fair offer from their perspective.

Where do I vote on the contract offer?

A ratification meeting will be held on April 24, 2022, and the proposed contract will be presented, discussed, and voted upon at that meeting. It will be at the Will Rogers Memorial Center in the Texas Room at 10:00 a.m.

How long will we get to look at the offer?

The information will be passed out to the membership at the beginning of our contract ratification meeting, and we will go over the information line by line and then have a question and answer session immediately after. Then we will vote on the offer.

How does the contract vote work?

There are two separate ballots. At our ratification meeting, we first vote the ballot to accept or reject the contract offer. You must remain at the meeting while our tellers count the vote. If a majority votes to accept the contract, the meeting ends, and the new contract goes into effect. If the majority turn the contract down, there will be a second “yes” or “no” ballot on whether to authorize a strike. A two-thirds majority is required on the second ballot to authorize a strike. If more than 50% vote to reject the proposed contract, but less than two-thirds of the votes cast are in favor of a strike, the contract offer is accepted by default. The only way a strike can happen is if a majority of the members reject the proposal

AND a two-thirds majority vote to take strike action.

Who is eligible to vote?

Members whose dues are current are eligible to vote.

How are the ballots counted?

The ballots will be counted immediately after the vote, on the stage, in the presence of our membership. The results will be announced as soon as the count is completed. We will also post the results on our website, and the media is likely to publicize the results as well.

What do the results mean?

If a majority vote to ACCEPT the contract, negotiations end and the new contract begins at 12:01am on April 25, 2022. If a majority of voting members vote to REJECT the contract, but LESS THAN TWO-THIRDS vote to strike, the contract is automatically accepted by default. If a majority of voting members votes to REJECT the contract and MORE THAN TWO-THIRDS vote to strike, a strike can be called.

Why does it take a two-thirds vote to call a strike?

Any time you go into a possible strike situation, we want to be sure that a 2/3 majority of the membership supports calling a strike. Through experience, our Union has learned that going on strike with less than 2/3 majority support results in a weak picket line.

Therefore, our IAM Constitution requires a 2/3 majority to call a strike. The bottom line is calling a strike is serious business and our negotiators need to be sure that at least two-thirds of our membership is willing to walk the picket line and handle all the other associated tasks required to ensure a successful outcome.

Strikes

How soon could a strike occur if our members reject the contract and two-thirds of those present vote to strike?

A strike could be called at 12:01 a.m. April 25, 2022, following expiration of the current contract.

If there's a strike, how long do you think it will last?

There is no way to know ahead of time how long a strike will last. When members vote to strike, their goal is to put pressure on the company to negotiate a better agreement. The company, on the other hand, will judge how effective our strike is and how serious our members are about getting a better agreement.

Can Lockheed Martin fire me if I go on strike?

No! The National Labor Relations Act protects you.

Can Lockheed Martin hire replacement workers if I'm on strike?

Yes. And they may threaten to do so. But in reality, hiring thousands of highly skilled and certified hourly workers would be a huge and extremely costly task.

How much money a week will I get for strike benefits?

The IAM's constitution sets the strike benefits at \$150.00 per week beginning the third week of a strike.

If I just hired into the plant and I am on probation, can I go on strike?

Yes, probationary employees have the right to strike. It is unlawful for the Employer to terminate any employee for exercising their legal right to strike.

Are strike benefits retroactive to the first day of our strike?

No.

How much time is required of me each week to qualify for strike benefits?

At least 4 hours of time to a committee i.e., picket, kitchen etc.

Will I still have medical coverage if I go on strike?

You will be able to continue your medical coverage through COBRA.

What assistance programs and resources are available for striking employees?

There are many resources available to our members. See the resource section of this Handbook or visit our website at <https://iamdistrictlodge776.com> for more information.

What are strike committees?

Strike committees help organize and lead an effective strike and to help our members.

What are the different strike committees?

The first and foremost is our Strike Committee itself. This committee serves as your overall coordinating center and works directly and closely with our Business Representatives and our Grand Lodge Representatives/Aerospace Coordinators to provide leadership and direction to our other committees and to our members on our picket line. Other committees that have responsibility for particular areas are:

Picket Committee - responsible for overall administration of our picket line, including organizing and scheduling picket teams, arranging for any equipment and supplies that will be needed, and maintaining order on our lines.

Strike Finance Committee - makes up an overall budget, solicits donations from whatever sources possible, audits expenditures and helps keep financial records during the strike.

Community Services Committee - works to make sure that members get the full benefit of all of services they are eligible for from the public and private agencies in the community during our strike.

Kitchen Committee - helps to strengthen morale by preparing or arranging for hot coffee and other refreshments to be available to pickets and others carrying out strike duties.

Public Relations Committee - gets information about our Union's message and its goals to the media, the public and above all the members and their families. This committee contributes to morale by keeping members informed and presenting our Union and our issues in the best possible light. This committee plays an important role in counteracting company propaganda.

How can I participate on one of these committees?

Your Union steward should have forms for you to fill out to volunteer for the different committees. You could also stop by your Union Hall and fill out a volunteer form.

What if I physically can't do picket duty if we go out on strike? There are many jobs that do not require much physical strength which need to be done (i.e., clerical, phone, kitchen duties, etc.) Our Union will work with our members with special needs.

What happens with my 401K loans if I go on strike?

The Employee Retirement Income Security Act ("ERISA") will protect what is in the 401k plan. We recommend that you get a copy of the "Summary Plan Description" (SPD) for the 401k.

You are entitled to a copy of the SPD, and refusing to give it to you may, by itself, be a violation of law. In any effort to get your money, the SPD will contain vital information. For general information, loans/outstanding loans/payment arrangements contact the administrator.

If I have Personal Time on the books, can I use it while on strike?
No.

Will our Union continue to negotiate while we are on strike? Since the goal is to get a good contract, the Negotiating Committee will be available to meet with the Company to try and reach agreement. The FMCS (mediation) may be involved.

If I am on medical leave, can I vote on the contract offer? Yes, if you are current and have dues stamp paid and approved through the lodge.

What happens if I return from medical and we are on strike? The employer will stop short-term / long-term leave benefits, but you can apply for Employment Insurance (EI) sickness benefits. You would have to show that your medical leave was anticipated and arranged for before our strike started. Be sure to keep a copy at home of any medical certificates related to your leave that you gave to Lockheed Martin.

What informational resources are available to me?

Our Union stewards will be available to answer any negotiations-related questions you may have. We also have identified leaders to help get the word out. Our Union website <https://iamdistrictlodge776.com> will also have the latest information. If you still have questions, contact us.

COBRA INFORMATION

COBRA is a federal law. One aspect of this law affords striking workers the opportunity to continue their health plan coverage when they are on strike. COBRA National Service Center will send a letter of notification to each member on strike giving them a 60-day notice.

Provisions of COBRA

1. It allows the worker to continue their current health care coverage by paying the equivalent premium.
2. This letter will inform you of your rights and responsibilities and costs of continued coverage. It will give you an address to which you may send your response. Please consider the following when making your decision regarding COBRA:
 - a.* If you are currently under a doctor's care for a medical condition that cannot be delayed, it is recommended that you send the notification back to the COBRA Administrator as soon as you can.
 - b.* All others should wait until the 59th day to advise the COBRA Administrator of their decision.
 - c.* We recommend that this response be sent via certified mail.
 - d.* Payment for continued coverage is not due until the 45th day after you have responded to the notification.
 - e.* People who are planning or have scheduled elective surgery or medical treatment that can be delayed, should delay treatment until after the strike is over.
 - f.* COBRA will not pay bills until the premium is paid.

DISTRICT LODGE 776
FORT WORTH, TX



UNITED WE STAND
DIVIDED WE BEG!