



# Voter Guide

April 22, 2015 Union Election



MADE WITH PRIDE  
IN SOUTH CAROLINA

Don't let history repeat itself.  
Know the facts.  
Say "No" to the IAM.

# Table of Contents

- 4 What's at Stake
- 5 How it Works
- 6 Election Details
- 8 The Importance of Voting
- 10 Who is Eligible to Vote
- 11 What It Means to be a Union Member
- 12 Collective Bargaining
- 13 What's on the Table During Negotiations
- 14 What if the Company and the Union Cannot Agree?
- 15 Strikes
- 16 You Can't Just Simply "Try Out" a Union
- 18 Remember What the IAM Thinks About S.C.

# What's at Stake



**This election is very important.** It will determine how teammates interact with the company.

If the union is voted in, the IAM would become the “sole and exclusive” representative of all production and maintenance teammates at Boeing South Carolina. Those teammates would be unable to speak for themselves when it comes to wages, hours, and other terms and conditions of employment.

Not all union members are happy with the kind of “representation” they receive from the IAM. More than 1,300 members have filed federal charges against the IAM for things such as ignoring grievances, secret deals, and favoritism. To see some real-life examples of complaints against the IAM, visit [www.WeAreBoeingSC.com/IAM](http://www.WeAreBoeingSC.com/IAM).

# How it Works

- Representatives from the NLRB will conduct the secret ballot election. No one will ever know how you voted.
- No union officials or Boeing managers will be in the voting areas while the polls are open.
- Non-management Boeing teammates will serve as observers and assist the NLRB Agent in marking voter names off the eligibility list once a ballot is given.
- When you go to the polling area, you will be given a ballot and directed to a voting booth.
- After marking the ballot, you will fold it, leave the voting booth, and place your folded ballot in the ballot box.
- You should not sign or otherwise write on the ballot or else it may not be counted.

## SAMPLE BALLOT

<p><b>Do you wish to be represented for purposes of collective bargaining by -</b></p> <p><b>International Association of Machinists and Aerospace Workers, AFL-CIO</b></p>	
<p><b>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</b></p>	
<p><b>YES</b></p> <p><input type="checkbox"/></p>	<p><b>NO</b></p> <p><input type="checkbox"/></p>

**“YES” means the voter wants union representation.**

**“NO” means the voter does not want union representation.**

# Election Details



**The National Labor Relations Board will conduct a secret ballot election on Wednesday, April 22, 2015.**

- Voting will take place at the times and locations in the chart on the facing page.
- You may vote any time the polls are open.
- You may vote at any location, although it is preferred that you vote at the location nearest your work area.
- If you choose to vote in a location other than the one nearest your work area, your ballot will be placed in a sealed envelope until it is verified that you did not vote in multiple locations.

## MAIN CAMPUS

Teammates	Locations	Voting Times
Aftbody teammates; other eligible teammates in building 88-19	Building 88-19 <ul style="list-style-type: none"> <li>• Beaufort Conference Room</li> </ul>	5:30 a.m. – 7:30 a.m. 2:00 p.m. – 4:30 p.m.
Midbody and Paint teammates; other eligible teammates in building 88-20 and 88-22	Building 88-21 <ul style="list-style-type: none"> <li>• ESC Training Room / The HUB</li> </ul>	6:00 a.m. – 8:00 a.m. 1:30 p.m. – 4:30 p.m.
Final Assembly teammates; other eligible teammates in building 88-30	Building 88-30 <ul style="list-style-type: none"> <li>• Miami Conference Room</li> <li>• Los Cabos Conference Room</li> <li>• Johannesburg Conference Room</li> </ul>	6:00 a.m. – 8:00 a.m. 3:00 p.m. – 5:00 p.m.
Delivery and Flight Line teammates; other eligible teammates in building 88-88	Building 88-101 <ul style="list-style-type: none"> <li>• Crew Shelter Conference Room</li> </ul>	5:00 a.m. – 6:30 a.m. 2:00 p.m. – 3:30 p.m.

## NORTH CAMPUS

Teammates	Location	Voting Times
IRCSC and Propulsion South Carolina teammates	Building 88-50 IRC <ul style="list-style-type: none"> <li>• Sweetgrass Conference Room</li> </ul>	10:00 a.m. – 12:00 noon

# The Importance of Voting

**There are approximately 3,000 eligible voters at BSC.**

All 3,000 are eligible to cast a vote, whether or not you signed a card.

Every one of you will be impacted by the election, whether you vote or not.

The outcome of the election will be determined by a majority of votes actually cast – not a majority of the entire plant.

- That means that if only 100 votes are cast, 51 people - a simple majority of the votes cast - will decide whether the entire workforce is represented by a union.

Even though South Carolina is a Right to Work state, that only means that employees cannot be required to pay dues as a condition of employment. Any contract agreed to by the union would still apply to every single Production & Maintenance teammate.



What does this mean to you?  
It means you should vote.  
Otherwise, you are leaving your  
future up to someone else.

# Who is Eligible to Vote

The Stipulated Election Agreement for the NLRB election lists the eligible voters as all full-time and regular part-time production teammates including:

- Aircraft machinists (DCTB)
- Aircraft painters (DCTJ)
- Assemblers (DAJX)
- Equipment maintenance specialists (DATK)
- Fabrication specialists (DCTL)
- Facility plant maintenance specialists (8AAN)
- Flight readiness technicians (DEJ1)
- Product acceptance specialists (JADC)
- Production coordinators (ECBV)
- Tool & fixture specialists (DHTM)

All teammates in the job classifications above employed by BSC at the main campus as well as the Interiors Responsibility Center SC (IRC) and the Propulsion South Carolina facilities are eligible to vote.

In addition, while the IAM will likely attempt to keep their votes from counting, NDT Quality Test Specialists (JACU) can also cast a vote.

If you are unsure whether you are in one of the eligible job codes, you can find out by visiting TotalAccess on the Boeing intranet. Then click on “My Profile.” Your Job Code will be listed under “Current Job Information.”

# What it Means to be a Union Member

**Union membership is expensive.** The IAM has said that dues would be about \$65 per month (\$780 per year). The union always wants the company to take those dues directly from teammates' paychecks. This is called "dues check-off."

Dues check-off is not automatic. It only happens if the company agrees. Sometimes unions are willing to trade away things teammates have or want in order to get dues check-off contract language.

To learn more about dues check-off and the experience of former employees of Vought Aircraft Services, Inc., please visit [www.WeAreBoeingSC.com/Vought](http://www.WeAreBoeingSC.com/Vought).

In addition to paying dues, union members are required to follow all of the rules in the IAM's Constitution. Members who violate those rules can be put on trial and fined by the union.

For more information about the IAM's Constitution, and to see some real-life examples of union fines, go to [www.WeAreBoeingSC.com/IAM](http://www.WeAreBoeingSC.com/IAM).

The screenshot shows a document titled "THE FACTS ABOUT THE IAM CONSTITUTION" with the IAM logo. The document is divided into several sections with blue headers and white text. The sections include: "All Union Fees constitute which set forth the rules of membership...", "The IAM organizers told us 'WE are the Union,' that we get to make all the decisions.", "Here are some highlighted portions...", "What are the financial obligations to remain a member in good standing?", "What if I don't want to do exactly what the union says?", "Don't the IAM Officers really about how this Union Officers have to pay?", and "What if I don't want to do exactly what the union says?". Each section contains a brief summary of the relevant constitutional provisions.

# Collective Bargaining



It is important to remember that having a union does not necessarily mean that wages will increase or that you would get any of the other things that the union has been promising.

Having a union only means that the company would be required to bargain in good faith. But BSC would not be required to agree to any of the union's demands.

For more information about negotiations with a union, please visit:

[www.WeAreBoeingSC.com/Bargaining](http://www.WeAreBoeingSC.com/Bargaining).

# What's on the Table During Negotiations

**Everything is on the table during negotiations.** Some of the items that are subject to negotiations include:

- Wages
- Medical Insurance
- Dental Insurance
- Vacation Accrual
- Sick Leave
- Overtime Pay
- Pay for Performance (P4P)
- Other bonus/incentive opportunities such as the Productivity Performance Award (PPA)
- Alternative Dispute Resolution
- Employee Assistance Plan (EAP)
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Short-Term Disability
- Long-Term Disability
- Life Insurance
- Basic Life Insurance
- Supplemental Teammate Life Insurance
- Supplemental Spouse Life Insurance
- Supplemental Dependent Life Insurance
- AD&D
- Basic AD&D coverage
- Supplemental AD&D coverage
- Learning Together Program (LTP)

Things generally stay the same while negotiations are pending, but as a result of good faith bargaining, teammates could end up with the same, more, or less than what they currently enjoy.

# What if the Company and Union Cannot Agree?

Some people may believe that a company cannot make changes without the union's agreement. That is not true.

If a company and a union cannot reach agreement, a company has the legal right to implement the terms of its final offer. The union then has three choices:

- It can accept the offer;
- It can walk away from the teammates; or
- It can call a strike

Nearly 3,000 IAM members have been called out on strike every year. Those strikes have lasted an average of 38 days.

# Strikes



While on strike, teammates do not receive paychecks, their company-paid benefits may be discontinued, and they cannot collect unemployment.

Meanwhile, the company has the legal right to continue operations during a strike.

A company can, for example:

- Allow teammates to cross the picket line and go to work
- Use managers, contractors, or employees from other locations to perform the work
- Move work to other locations, or
- Permanently replace striking teammates (in most cases)

For more information about strikes, visit [www.WeAreBoeingSC.com/Strikes](http://www.WeAreBoeingSC.com/Strikes).

# You Can't Just Simply “Try Out” a Union

Some people may be under the impression that they can bring in a union and later get rid of it if they don't like it.

The **TRUTH** is, it's not that easy. In fact, it is very hard to get rid of a union.

Getting rid of a union is called “decertification,” and it requires a petition to be filed with the National Labor Relations Board.

**BUT**....The law says a decertification vote cannot be held for one year after the union is voted in, even if a contract hasn't yet been negotiated and agreed to by both sides.

**AND**....If the union and the company do agree to a contract, you are stuck with the union for the length of the contract – usually three years.





**OF COURSE**, what this means is that unions in fear of decertification after a year will simply agree to whatever contract the company offers so they can collect dues for another three years, even if that contract is detrimental to the teammates represented by the union.

**AND....**

The company cannot in any way assist teammates in filing a decertification petition.

The union will fight the effort in any way it can, including using lawyers to represent it at the NLRB. (Of course, those lawyers are paid from the dues collected from members.)

The company cannot pay for the teammates to hire a lawyer.

The union can fine members who try to decertify.

For more information on Right to Work and how it affects these negotiations, visit [www.WeAreBoeingSC.com/NoTryOut](http://www.WeAreBoeingSC.com/NoTryOut).

# Remember What the IAM Thinks About S.C.

“This Union remains committed to finding ways to preserve and create work here in the Puget Sound region.”

**IAM District President Tom Wroblewski, Aero Mechanic, June 2009**

“...by the time they finish filling in that swamp down there in Charleston, we’ll be building 787’s on two lines up here.”

**IAM District President Tom Wroblewski, Aero Mechanic, November 2009 and February 2010**

“God bless the Carolinian people. They’re farmers,” said Averill, a 26-year Boeing veteran who works as a repair mechanic on the 737 in Renton. “They’re not fifth-generation airplane builders. We build the best jets in the world. If Boeing wants the best, they’ll stick with us.”

**Seattle Times, Boeing Blog “Some Machinists changing their vote, some standing,” January 3, 2014**

For more information about the IAM’s efforts to shut down BSC, please visit [www.WeAreBoeingSC.com/IAM](http://www.WeAreBoeingSC.com/IAM).

Don't let history repeat itself.  
Know the facts.  
Say "No" to the IAM.

Learn more at [www.WeAreBoeingSC.com](http://www.WeAreBoeingSC.com)  
visit us at [Facebook.com/WeAreBoeingSC](https://www.facebook.com/WeAreBoeingSC)  
and follow us on Twitter [@WeAreBoeingSC](https://twitter.com/WeAreBoeingSC)



MADE WITH PRIDE  
IN SOUTH CAROLINA