



# VOTER GUIDE

February 15, 2017  
Union Election



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

Protect what we've built together.  
Know the facts.  
Say "No" to the IAM.

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# Election Details



**The National Labor Relations Board will conduct a secret ballot election on Wednesday, February 15, 2017.**

- 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.

<b>Area</b>	<b>Polling Place(s)</b>	<b>Polling Times</b>
Building 88-19 (Aft)	Beaufort Conference Room	5:00 a.m. – 7:30 a.m. and 2:00 p.m. – 4:30 p.m.
Building 88-20 (Mid) and Building 88-22 (Paint)	Sweetgrass Conference Room (Located in 88-20)	5:00 a.m. – 7:30 a.m. and 1:00 p.m. – 3:30 p.m.
Building 88-30 (Final)	Los Cabos Conference Room	5:30 a.m. – 7:30 a.m. and 2:00 p.m. – 3:30 p.m.
	Citadel 4 Conference Room (behind Johannesburg Conference Room)	5:30 a.m. – 7:30 a.m. and 2:00 p.m. – 4:00 p.m.
	Miami Conference Room	5:00 a.m. – 7:00 a.m. and 3:00 p.m. – 4:30 p.m.
Building 88-101 (Delivery/Flight Line)	Stall 1 Crew Shelter Conference Room	5:30 a.m. – 6:30 a.m. and 2:30 p.m. – 3:30 p.m.
	Building A7 Stall 7 Conference Room	5:30 a.m. – 6:30 a.m. and 2:00 p.m. – 3:00 p.m.
Building 88-188 (Decorative Paint)	Waterfront Park Room 22B10A	6:00 a.m. – 6:30 a.m. and 2:30 p.m. – 3:15 p.m.
Building 88-33 (Welcome Center)	VIP Tour Room 101C3	10:30 a.m. – 12:00 noon
IRCSC	Sweetgrass Conference Room (Located in 88-50)	2:00 p.m. – 3:15 p.m.
Propulsion South Carolina	Pritchard Island Conference Room	2:15 p.m. – 3:45 p.m.

# 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)
- NDT Quality Test Specialists (JACU)

All teammates in the job classifications listed here employed by Boeing at the North Charleston campus, and at the Interiors Responsibility Center (IRC) and the Propulsion South Carolina facilities are eligible to 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 “Profile,” then “My Boeing Profile.” Your job code will be listed under “Current Job Information.”

# 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

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

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

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

# 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 all 3,000 are 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, regardless of whether or not they voted. Also, only dues paying members get a vote on the contract or a strike.\*

\*Source: IAM Constitution, Article XVI, Section 2, "Declaring Strike"



**What does this mean to you?  
It means you should vote.  
Otherwise, you are leaving  
your future up to someone else  
who may not share your views.**

# The Cost of Union Membership

**Union membership is expensive.** The IAM has said that dues would be about \$68 per month (\$816 per year). Typically, the union 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.

## THE FACTS ABOUT THE IAM CONSTITUTION

One Site. One Team.

All Unions have constitutions which set forth the rules of membership. This is not a collective bargaining agreement about your wages, benefits and hours. This would be the contract between the IAM and you as a Union member. These are the rules the IAM wants to impose on you to belong to its organization. The IAM's Constitution is 200 pages of rules and regulations all members must live by. The District Lodge and Local Lodge also have bylaws with more rules.

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

# What's at Stake: Your Individuality

**This election is very important.** It will determine the future of 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/Grievances](http://www.WeAreBoeingSC.com/Grievances).



# 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. **Wages and benefits can stay the same, go up, or go down following negotiations.**

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
- Retirement Benefits (401k)
- Holidays
- Vacation
- Sick Leave
- Paid Parental Leave
- Paid Bereavement Leave
- Overtime Pay
- Incentive Program (PBI)
- E.D.G.E. Program
- Employee Assistance Program (EAP)
- Shift Preference Process
- Temporary Manager Process
- Learning Together Program (LTP)
- Team Lead Selection Process
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Short- and Long-Term Disability
- Basic and Supplemental Life Insurance
- Accidental Death & Dismemberment (AD&D) Coverage
- Talent Development Program (TDP)
- Develop 2 Deliver (D2D)

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

Since withdrawing their last petition in 2015, the IAM has had 10 new strikes. In that time, IAM members have lost more than 100,000 work days due to strikes. In fact, they have had at least one member on strike **EVERY DAY** since their withdrawal here in April 2015.

# Strikes

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

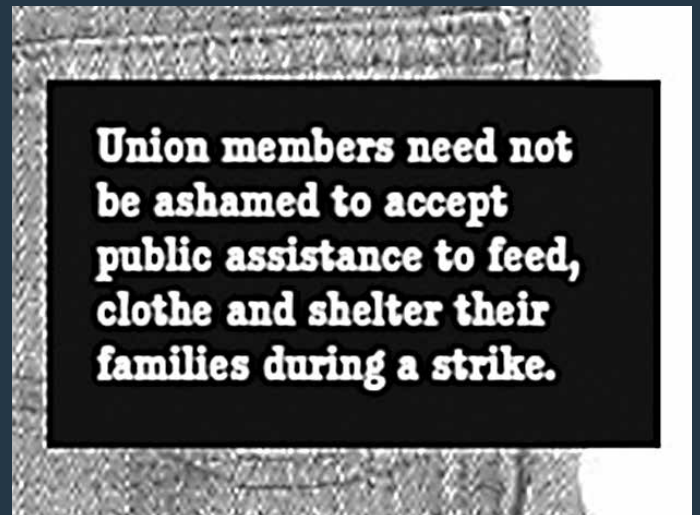
Meanwhile, the company has the legal right to continue operations during a strike.

A company can, for example:

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

Meanwhile, union bosses continue to collect their salaries from member dues. For more information about strikes, visit

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



- IAM Strike Manual, page 25

# Remember What the IAM Thinks About S.C.

**“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

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

– Tom Wroblewski, IAM 751 President,  
*Aero Mechanic*, November 2009  
and February 2010



**“Boeing’s top brass knows that if something difficult needs to be done on schedule and done right the first time, its best bet is to turn to us.”**

– Tom Wroblewski, IAM 751 President,  
*IAM Aero Mechanic*, September 2013

**“BSC works real great as long as we in the IAM support you clowns. Without our support you all would be dead in the water....”**

– Steven Morse, IAM 751-represented employee in Auburn, Wash.,  
posted comment to WeAreBoeingSC Facebook page, Jan. 30, 2017

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

# The IAM's Priority: Seattle Jobs

The IAM is aggressively fighting for legislation that would prevent Boeing from putting jobs outside of Washington State, in states like South Carolina. There are 30,000 IAM-represented Boeing employees in Washington, a \$24 million source of annual income for them. That means they have 24 million reasons to favor Seattle, and a possible incentive to take BSC out on strike.

Here's their priority, in their own words:

**“We have great concern about the number of jobs leaving our facilities in Puget Sound for new locations where the company is creating jobs, capacity and capability outside of Washington State.”**

– John Holden, IAM 751 President,  
Machinist News, Jan. 10, 2017  
Convention

**“The IAM will speak with one voice in this matter. Protecting aerospace jobs in Washington State requires...strong legislation that holds Boeing accountable for preserving jobs.”**

– IAM International President  
Robert Martinez, Seattle Weekly,  
April 14, 2016



# Don't Give the IAM a Bailout

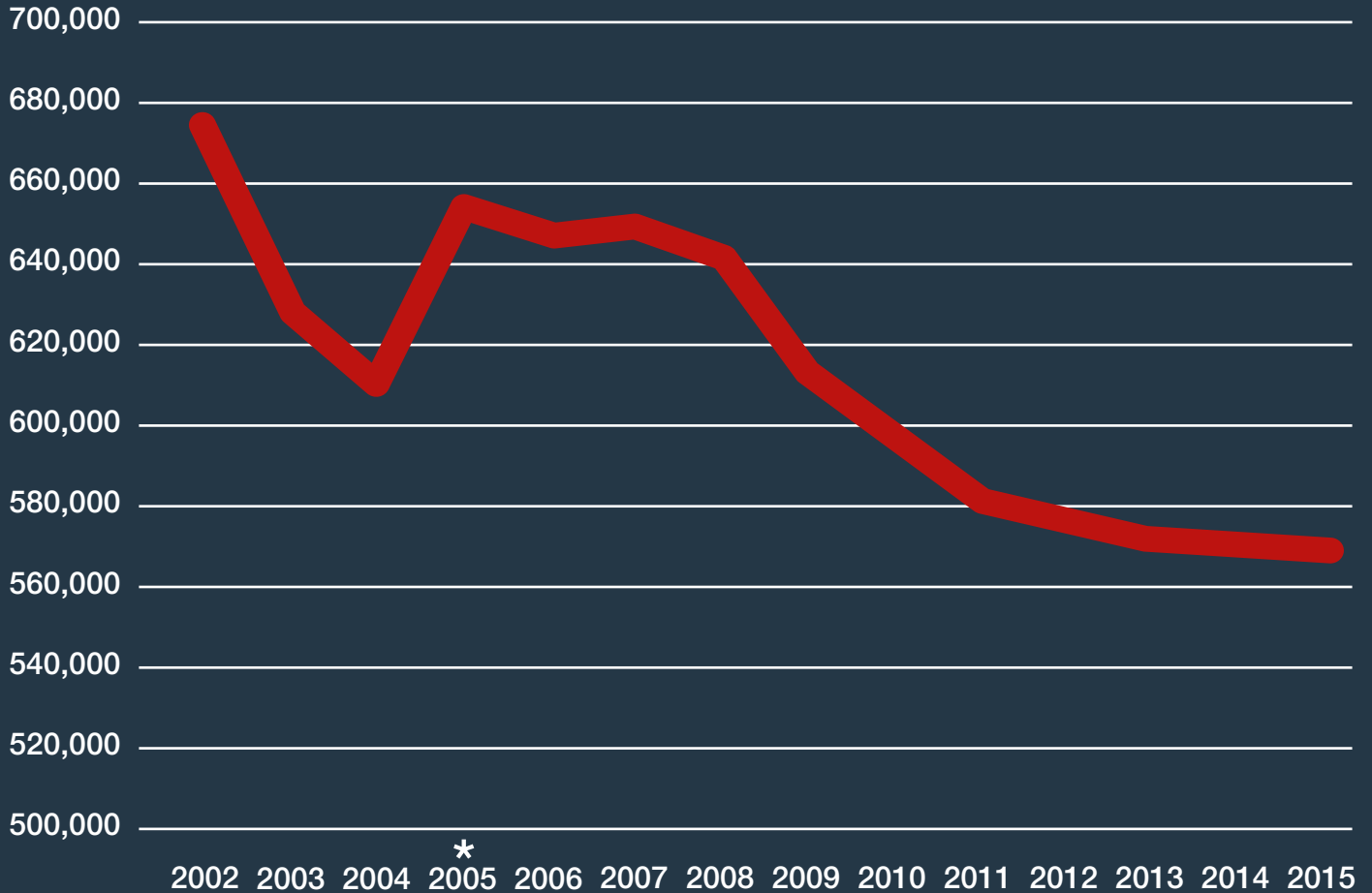
2015 was the eighth consecutive year that the IAM saw its membership total decline, and lost members means only one thing to a union – loss of revenue. Since 2002, the IAM has lost more than 104,000 members. That's more than 15 percent of its membership base, despite merging with another union. That's millions of dollars in dues that the IAM is no longer collecting.

The IAM is a business in decline, and they see the writing on the wall. Without new sources of revenue (new members), the IAM has admitted that they could go bankrupt. The IAM is desperate for revenue – that's why they want your money.

**“[U]nless we begin to grow our membership substantially, the IAM will be facing operating deficits in the coming years without reductions in expenses.”**

– Bob Martinez, IAM International President, 2016 IAM Grand Lodge Convention

# IAM Membership



\*Momentary increase in membership in 2005 due to merger with troubled Railworkers' union

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



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

The **TRUTH** is, it is very hard to get rid of a union.

Getting rid of a union 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 comes in.

**AND**....The company cannot in any way assist teammates in filing a decertification petition. You would have to get 1,000 cards signed on your own, without company help.

**AND**....The union can fine members who attempt to decertify.\*

**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.

For more information, visit

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

\*Source: IAM Constitution 2013, Article L, Section 3, Page 147

# The IAM's Intolerance for "Scabs"

Think the IAM will respect you if you decide not to join, which is your right in a Right to Work state like South Carolina? **Think again.**

During his keynote speech at the IAM's 2016 convention, IAM International President Robert Martinez made the union's position clear. Martinez criticized a recent court decision for enabling "scabs and free riders," those who choose not to join the union when he said:



**"These free riders have taken advantage too long of our contracts and long enough. There should be no free lunch for these free riders. No free lunch. The law must be changed to require them to pay their fees, their dues."**

– Bob Martinez, IAM International President, at the IAM's 2016 International Convention

**PROTECT WHAT WE'VE  
BUILT TOGETHER.**



Get the details at [www.WeAreBoeingSC.com](http://www.WeAreBoeingSC.com). Also visit [www.facebook.com/WeAreBoeingSC](http://www.facebook.com/WeAreBoeingSC).