



Bargaining as a Micro-Unit:

What You Need To Know About

STRIKES



How do strikes happen?

We Are One – Don't let the IAM divide us.
Know the facts.
Vote no on the IAM.

www.WeAreBoeingSC.com



No company is legally required to agree to any union demands. Both sides make proposals in good faith negotiations, but no one is required to agree. If a company does not agree to a union's demands, the union can:

- accept the company's proposals
- walk away from the employees

OR

- call a **strike**

What happens to YOU when you strike?

Your paycheck stops. You **might** get \$150 a week in strike benefits. You cannot collect unemployment. The company can stop paying for your benefits. And you still have to pay your union dues.

But, while you are on strike and going without a paycheck, union officials continue to receive their salaries. The company could bring in replacement workers or outsource Flight Line work to ensure it can continue to meet its customer commitments.

DISTRICT 751 **AERO MECHANIC**

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VOL. 63 NO. 8

SEPTEMBER 2008

Solidarity Shines With 87% Strike Vote



Thousands of members marched out in solidarity to reject Boeing's offer and vote to strike on September 3rd.

Solidarity is the voice of 27,000 members as one on September 3rd resoundingly rejected Boeing's offer and voted to stand together and strike. The aerospace giant added to the vote, an 80 percent of members voted to strike. Negotiators leverage and strong message.

At a time when our country is being asked to do more and accept less, Boeing's aggressive and interrogative about the contract negotiations is only offensive to you, it is a line of lawful conduct. Boeing's aggressive and interrogative about the contract negotiations is only offensive to you, it is a line of lawful conduct. Boeing's aggressive and interrogative about the contract negotiations is only offensive to you, it is a line of lawful conduct.

ULP Strike

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Pick Up Strike Checks on Saturdays

Every Saturday starting on September 27th will be "Strike Check Day" – the day members collect their \$150 in weekly strike benefits from the Union.

We have set up three strike check locations – Monroe Fairgrounds (14405 179th Ave. SE, Monroe) up north, Green River Community College (12401 SE 320th St, Auburn) down south, and the 751 Seattle Union Hall (9135 15th Pl. S.) as the central location. Check sites will be open every Saturday from 8 a.m. to 6 p.m.

Your strike check location is determined by your zip code. See charts on page 5 to determine the location of your checks. If your zip code is not listed, please contact the Union.

In addition, please arrange to pick up your check at the time designated below based on the last digit of your Social Security Number.

- | | |
|--------------|-------------|
| 0 at 8 a.m. | 5 at 1 p.m. |
| 1 at 9 a.m. | 6 at 2 p.m. |
| 2 at 10 a.m. | 7 at 3 p.m. |
| 3 at 11 a.m. | 8 at 4 p.m. |
| 4 at Noon | 9 at 5 p.m. |

Strike checks must be picked up on Saturday. If you miss picking up your

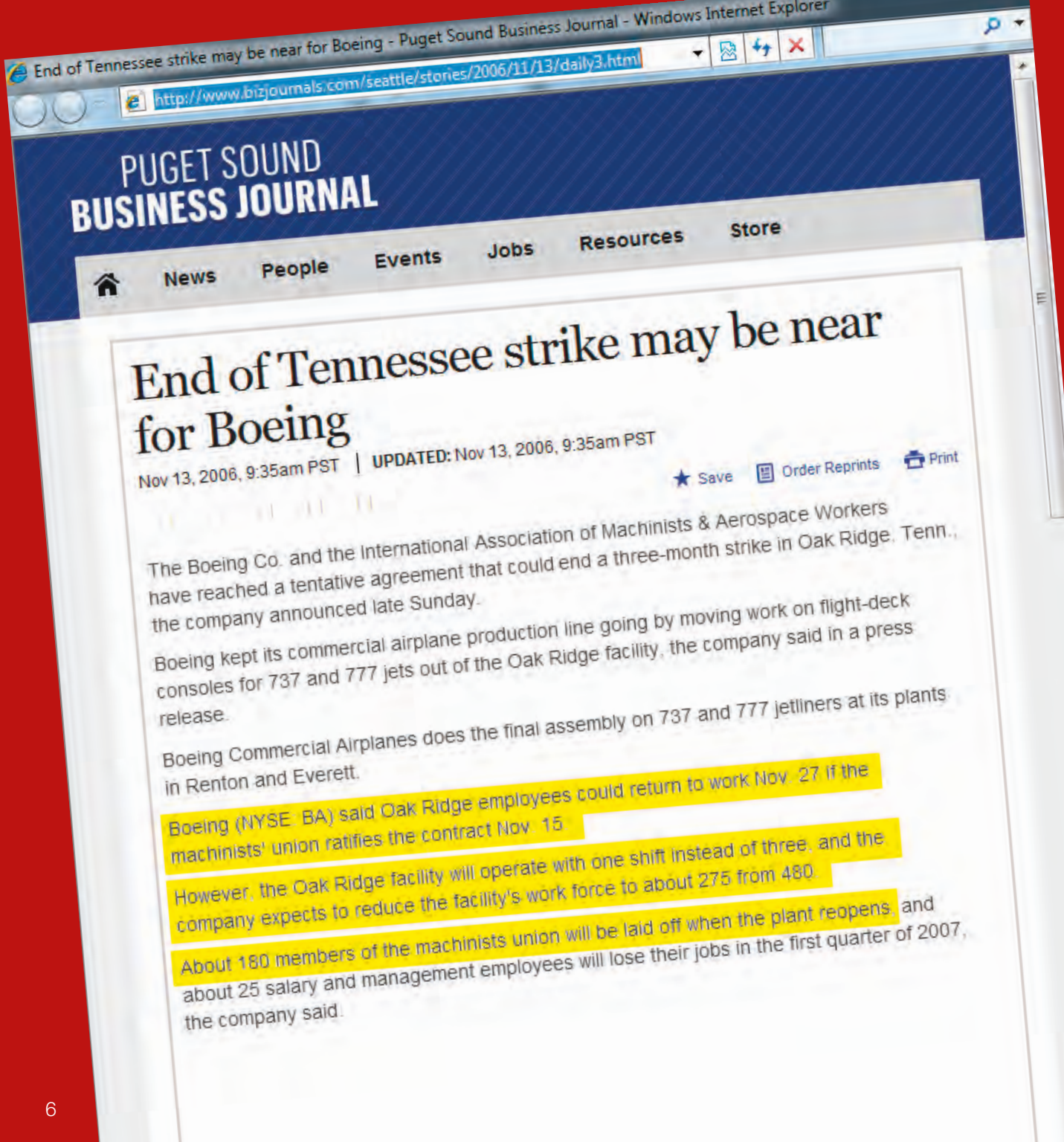
Continued on page 5



Boeing's aggressive and interrogative about the contract negotiations is only offensive to you, it is a line of lawful conduct. Boeing's aggressive and interrogative about the contract negotiations is only offensive to you, it is a line of lawful conduct.

Saturdays

- | |
|-------------|
| 0 at 1 p.m. |
| 1 at 2 p.m. |
| 2 at 3 p.m. |
| 3 at 4 p.m. |
| 4 at 5 p.m. |



Strikes affect everyone – not just union members.

Strikes are divisive and disruptive. Unions want them to be.

The goal of a strike is to shut down a company. The union will do everything in its power to keep each and every one of the approximately 7,000 BSC teammates from going to work. If non-union members try to cross a picket line, they are called “scabs” and harassed by strikers. Those bad feelings continue long after a strike ends.

Our teammates who used to work at Vought certainly understand how even non-strikers can be impacted by a strike. In 2008, when the IAM went on strike against Boeing in the Puget Sound, Vought teammates more than 2,000 miles away felt the effects. Because no airplanes were being assembled in the Puget Sound, there was no work for Vought to do in South Carolina. So, almost 350 teammates were laid off until the IAM decided to end the strike. Vought workers lost thousands of dollars. And they were not even the ones on strike!

Is it worth it to go on strike?

There is no guarantee you would get any benefits if you strike.

If you make \$30 per hour and go on strike for another \$1 per hour, look at this math:

At \$30 an hour, you earn about \$1,200 a week.

If you strike for 4 weeks, you would lose \$4,800 in pay. (The average IAM strike has lasted 38 days)

Even if you did get the \$1 raise, it would take 4,800 hours (120 weeks—more than two years)
just to break even.





**INTERNATIONAL ASSOCIATION of MACHINISTS
and AEROSPACE WORKERS**

LOCAL LODGE 851
23157 S. THOMAS DILLON DR., SUITE B • CHANNAHON, ILLINOIS 60410

PHONE (815) 467-4003
FAX (815) 467-9649

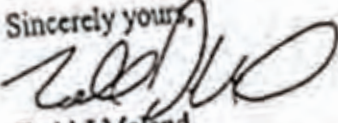
November 28, 2012

[REDACTED]
As a result of a special meeting held, November 11, 2012, it has been determined that you are guilty of Union Misconduct, for crossing our picket line.

The membership has voted to agree with the guilty verdict, by the Trial Committee, and impose a penalty and fine. Therefore, you are ineligible to hold any Union Office for a period of five (5) years and **you are ordered to pay a fine of \$35,000.**

Please remit such payment to IAM LL 851, 23157 S Thomas Dillon Dr Ste B, Channahon, IL 60410 at your earliest convenience.

With best wishes, I remain

Sincerely yours,

Todd J Maland
Recording Secretary
IAMAW LL 851, AFL-CIO

CC: Pres O'Brien
DBR Steve Jones

What happens if union members cross a picket line?

In 2012, the IAM called a strike against Caterpillar. Some members decided to continue working to support their families.

The union found those employees **“guilty”** and ordered them to pay fines of up to \$35,000.

Unfortunately for these employees, all of this was completely legal because under the IAM constitution, the members were required to follow union rules and the orders of the **“union court”** when they joined the IAM.

The IAM's strike record

173,244

Total number of employees on strike 2000–2017*

9,625

Average number of employees on IAM strikes per year 2005–2017*

1,392

Longest consecutive strike days 2000–2017*

300

Total IAM strikes 2000–2017*

74

Average length in days of IAM strikes 2000–2017*

16.7

Average IAM strikes per year 2000–2017*

1,400

Total number of days the IAM has been on strike against Boeing

Turn the page to see IAM's strike record against Boeing.

0

Strikes without a union

*Source: U.S. Department of Labor

*Source: U.S. Department of Labor

IAM strikes at Boeing

Years	Union	Location	Total Days
1941	IAM 837	St Louis, MO	2
1948	IAM 751 & 70	Seattle/Wichita	145
1965	IAM 751 & 70	Seattle/Wichita	19
1965	IAM 837	St Louis, MO	12
1967	IAM 837	St Louis, MO	16
1969	IAM 837	St Louis, MO	33
1974	IAM 725	Torrance, CA	112
1975	IAM 837	St Louis, MO	90
1977	IAM 751 & 70	Seattle/Wichita	45
1989	IAM 751 & 70	Seattle/Wichita	48
1996	IAM 751 & 70	Seattle/Wichita	69

Years	Union	Location	Total Days
1996	IAM 837	St Louis, MO	100
2005	IAM 44	Decatur, AL	98
2005	IAM 725	Torrance, CA	98
2005	IAM 725	Huntington Beach, CA	98
2005	IAM 751 & 70	Seattle/Wichita	24
2005	IAM 2766	Huntsville, AL	98
2006	IAM 2709	Oakridge, TN	79
2008	IAM 751 & 70	Seattle/Wichita	58
2012	IAM 110	Seymour Johnson AFB	71
2012	IAM 2296	Seymour Johnson AFB	71
2018	IAM 44, 610, 2786	United Launch Alliance	14

Definition of a Scab

Scabs have been called many things by many people during the course of labor history but Jack London's description of the scab, "written with barbed wire on sandpaper," easily dwarfs all others.

"After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab.

A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles.

When a scab comes down the street, men turn their backs and angels weep in heaven, and the Devil shuts the gates of Hell to keep him out.

No man has a right to scab so long as there is a pool of water to drown his carcass in, or a rope long enough to hang his body with. Judas Iscariot was a gentleman compared with a scab. For betraying his master, he had character enough to hang himself. A scab has not.

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British Army. The modern strikebreaker sells his birthright, his country, his wife, his children and his fellow men for an unfulfilled promise from his employer, trust or corporation.

Esau was a traitor to himself; Judas Iscariot was a traitor to his God; Benedict Arnold was a traitor to his country; a strikebreaker is a traitor to his God, his country, his wife, his family and his class."

"Definition of a Scab"
from the IAM Strike
Manual, Appendix P:

Scab

A recent example:

The 2016 Triumph Composites Systems Strike

On May 11, 2016, Triumph Composites Systems' 403 IAM-represented employees in Spokane, Wash., went on strike. The company hired replacement workers and contractors to work alongside managers in order to continue operations.

On the eve of the strike, the IAM stated that its goal was to roll back two concessions it made in 2013 by restoring pensions to all hourly workers and eliminating a two-tier wage structure.

However, after **seven weeks** on strike, the IAM gave in and ended the strike. They agreed to a contract that did not accomplish either of their stated goals - restoring pensions or eliminating the two-tier wage structure. Meaning that the striking employees, despite receiving no pay from Triumph while on strike for those seven weeks, **made no significant gains** with their new contract.

In November 2016, Triumph announced plans to sell the Spokane facility.



Nothing in this material is intended as a prediction.

What You Need to Know About Strikes shares **possible** outcomes of collective bargaining.

We believe that you should know the facts and note that these things **can** happen.

We Are ONE!

Don't let the IAM divide us.



Be sure to check the following for credible information and updates:

www.WeAreBoeingSC.com

www.facebook.com/WeAreBoeingSC

www.twitter.com/WeAreBoeingSC