



# Voter Guide



May 31, 2018  
**Union Election**



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

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

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# Election Details



**The National Labor Relations Board will conduct a secret ballot election on Thursday, May 31, 2018.**

- 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.

Area	Polling Place(s)	Polling Times
Building 88-101 (Delivery/Flight Line) 5400 International Boulevard, North Charleston, SC	Building 88-101 Stall 1 Crew Shelter Conference Room	5:30 a.m. – 6:30 a.m. and 2:00 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. – 3:30 p.m.

# Who is Eligible to Vote

The NLRB Regional Director issued a Decision and Direction of Election, listing the eligible voters as all full-time and regular part-time production teammates including:

- Flight Readiness Technicians and Flight Readiness Technician Inspectors (DEJ1)

All DEJ1 Flight Readiness Technicians and Flight Readiness Technician Inspectors are eligible to vote.

If you are unsure whether you are eligible to vote, 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 - 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 176 eligible voters at BSC.**

All 176 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 all FRTs and FRTIs.

**That means that if only 20 votes are cast, 11 people – a simple majority of the votes cast – will decide whether all 176 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 FRT and FRTI, 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.



# What's at Stake: Your Future



**This election is very important.** It will determine the future of how Flight Line teammates interact with the company and the rest of the Boeing South Carolina site.

If the union is voted in, the IAM would become the “sole and exclusive” representative of all FRTs and FRTIs 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.

Flight Line teammates could also be isolated from the rest of the team. A restrictive union contract could prohibit other teammates from coming to help on the Flight Line when needed. And if work slows on the Flight Line, the company could lose its flexibility to adjust your role to avoid layoffs, possibly leaving you at greater risk. Improvements and gains realized by the rest of the site would not necessarily apply to the Flight Line, because all terms and conditions of employment would be subject to the contract and negotiation.

Not all union members are happy with the kind of “representation” they receive from the IAM. More than 1,400 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).

# The IAM Isn't the Answer for the Flight Line

The IAM isn't the answer to the frustrations our Flight Line teammates may be feeling. The simple fact is that the union cannot guarantee a single thing that addresses those issues.

**“Can the IAM guarantee that I won't be moved to other parts of the site?”**

No. IAM-represented workers in Puget Sound work in the factory when work slows, or they risk getting laid off.

**“All I want is to do my job, without having to finish someone else's, too!”**

Travelled work isn't unusual, and the IAM hasn't stopped it in Puget Sound or elsewhere.

**“We need to look out for ourselves on the Flight Line.”**

Isolated representation isn't in your best interest. It could put you at greater risk of being laid off or replaced if you go on strike.

**“Can the IAM guarantee us protection from excessive overtime?”**

No. IAM-represented workers in Puget Sound work just as much overtime as BSC teammates.



**“All I want is something in writing.”**

Start with the IAM. Ask them to guarantee all of their promises in writing.

**“The IAM says they have our backs.”**

The IAM never wanted a single Boeing South Carolina teammate to have a job, and actively fought to have Boeing South Carolina shut down.

# Collective Bargaining and What's on the Table

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.

**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. And remember, you can't just simply "try out" a union.

For more information, visit: [www.WeAreBoeingSC.com/Bargaining](http://www.WeAreBoeingSC.com/Bargaining) and [www.WeAreBoeingSC.com/NoTryOuts](http://www.WeAreBoeingSC.com/NoTryOuts).

# 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.

The IAM has had more than 300 strikes since 2000. In that time, more than 173,000 IAM members have been on strike. In fact, they have had at least one member on strike **EVERY DAY** since their withdrawal here in April 2015. In their history the IAM has struck against Boeing 22 times. Their most recent strike against a Boeing-affiliated company (United Launch Alliance) ended on May 19, 2018. The IAM currently has eight ongoing strikes.

# Strikes

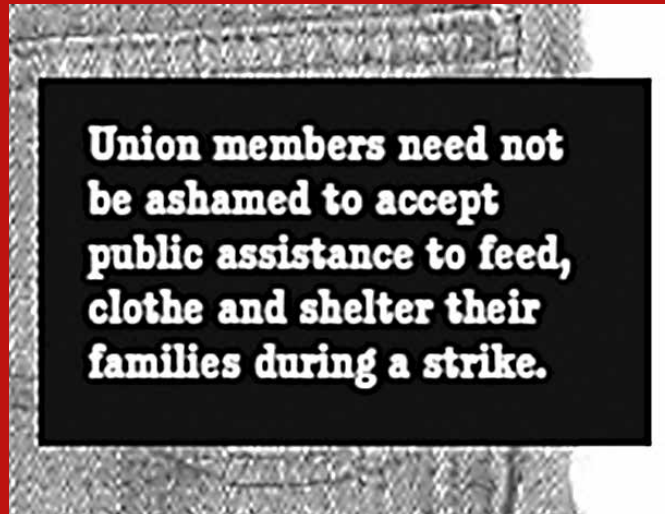
While on strike, teammates do not receive paychecks, their company-paid benefits may be discontinued, and they cannot collect unemployment.

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

# The Truth About Replacement Workers

The union says that the company can't bring in replacement workers if you go out on strike. The U.S. Supreme Court says otherwise:

**An employer has "the right to protect and continue his business by supplying places left vacant by strikers. And he is not bound to discharge those hired to fill the places of strikers, upon the election of the latter to resume their employment, in order to create places for them." (Source: NLRB v. Mackay Radio & Tel. Co.)**

If the Flight Line strikes, Boeing could bring in replacement workers or outsource flight line and delivery operations. Other companies have done similar as a result of strikes by the IAM and other unions:

As a micro-unit you'll have very little leverage. The IAM will say that the threat of strikes is your leverage, and while the IAM does like to take workers out on strike, it might not be the leverage you think it is.

If the company can't reliably deliver airplanes from Boeing South Carolina due to a strike, it could decide to bring in replacement workers or outsource flight line and delivery operations.



# Corruption and the IAM



These are just a few of the many examples of IAM corruption: A U.S. Department of Justice criminal investigation into card fraud during their 2015 Delta Air Lines flight attendants campaign...misuse of members' retirement funds for lavish parties, \$1,200 bottles of wine and expensive trips...IAM leaders paying more than \$240,000 in fines and restitution to settle the U.S. Department of Labor's lawsuit against them. A few more examples:

- **September 2016:** IAM international office bars former president of its Wichita, Kan., District 70 headquarters, from holding union office for five years amid accusations that he misspent union funds.
- **January 2017:** Kathleen Marie Smith, former treasurer for IAM Local Lodge 850 pleads guilty to embezzlement. Smith was ordered in June 2017 to pay more than \$20,000 in restitution.
- **September 2017:** former secretary-treasurer of the IAM at Bath Iron Works pleads guilty to embezzling more than \$280,000 in union funds.

# Remember What the IAM Thinks About S.C.

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

“Put them \*\*\*\* scabs on the street should have voted yes....”

- Kenny Cyrus, IAMAW local 10, Posted comment to IAM Boeingworkers Facebook page, June 23, 2017, referring to BSC production teammates

“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

# The IAM's Priority: Seattle Jobs

The IAM continues its aggressive fight 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's 24 million reasons to favor Seattle, and a possible incentive to take BSC Flight Line teammates 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

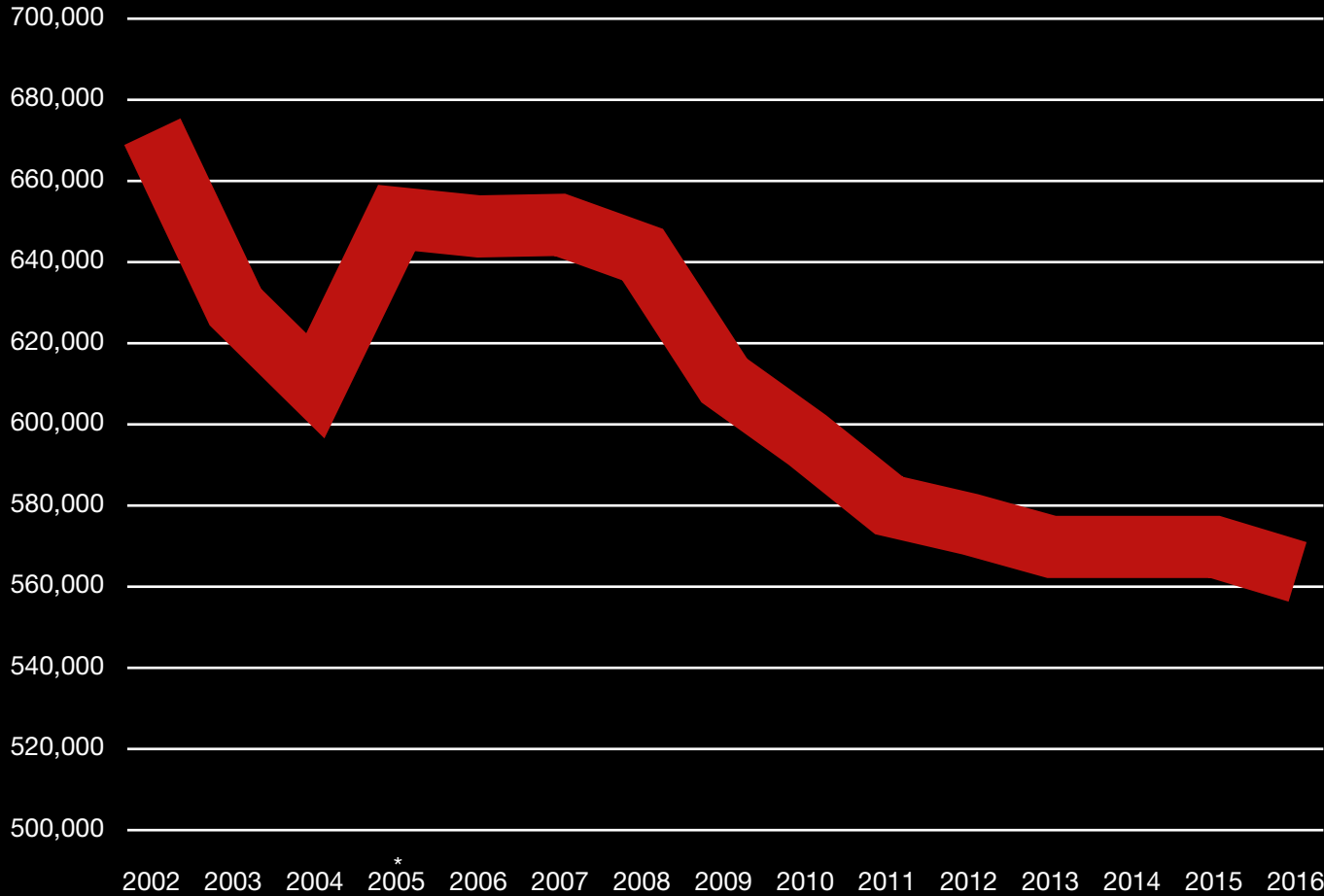
2016 was the ninth consecutive year that the IAM saw its membership total decline, and lost members means only one thing to a union – loss of revenue. Since 2002, the IAM has lost nearly 110,000 members. That's more than 16 percent of its membership base, despite merging with another union. That's millions of dollars in dues that the IAM is no longer collecting.

The IAM is a failing business, 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

# The IAM's History of Divisiveness



**The IAM thrives on divisiveness.** They've intentionally created division on our Flight Line by encouraging supporters to keep to themselves and not share information with all Flight Line teammates. IAM witnesses at the March 2018 NLRB hearing repeatedly insulted other BSC teammates who don't work on the Flight Line.

The IAM wants to use Flight Line teammates as their pawns to get their foot in the door at Boeing South Carolina. Don't let them isolate and divide you.

# 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

# We Are ONE!

Don't let the IAM divide us.



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

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

[www.facebook.com/WeAreBoeingSC](https://www.facebook.com/WeAreBoeingSC)

[www.twitter.com/WeAreBoeingSC](https://www.twitter.com/WeAreBoeingSC)