

# The Leading Edge



News for Boeing  
South Carolina Employees



Volume 1, Number 12

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## Separating Fact and Fiction on the Postponed Union Vote

To the workers at Boeing South Carolina,

It has been asked by many why the April 22<sup>nd</sup> union vote was cancelled. In the final days before your scheduled vote, Boeing's anti-union law firm (who cost the company millions of dollars) ran a well-orchestrated campaign to mislead workers on the floor. Their relentless string of lies and misinformation about the union was strategically presented to the Boeing workers at a time in the campaign that made it impossible to dispel all of the mistruths ahead of the vote.

It would have been a disservice to all involved to have a vote when many workers had misconceptions such as a yes vote for the union would result in the immediate loss of health insurance. This is an absurd statement. And, sadly, it was just one of many scare tactics employed by Boeing's anti-union law firm. In reality, things like better wages, seniority rights, job security, recall rights and a fair grievance procedure are examples of what can be gained over time when you collectively bargain.

Below are just a few examples of the most egregious lies spread by the company's anti-union law firm and the facts to go with them.

**FALSE:** I will lose my health care for up to one year during contract negotiations.

**TRUE:** There is a status quo law that protects workers from losing anything during negotiations. All normal procedures and practices remain in place during negotiations which also includes wage increases and bonuses ([www.NLRB.GOV](http://www.NLRB.GOV)).

**FALSE:** There will be a mandatory three month strike if the union gets in.

**TRUE:** There is no requirement to strike. Actually, it is against the law to strike during negotiations.

### Stay Tuned to Boeingworkers.com

The IAM will continue to update both the [boeingworkers.com](http://boeingworkers.com) website and Facebook page on a regular basis. This is in order to ensure workers at Boeing have the opportunity to learn the truth about the many lies that have been told in recent months. We also want to continually engage workers about what it means to be represented by the IAM and to have the opportunity to negotiate with your employer over wages, benefits and other working conditions. Learn more now:

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

[www.facebook.com/boeingworkers](http://www.facebook.com/boeingworkers)

**FALSE:** If the union gets in, then I can be bumped by another worker with more seniority from a different Boeing location.

**TRUE:** There will be no bumping rights from other locations. If a Boeing employee was hired into BSC from another location their seniority date will be their hire date at BSC - regardless of how much time they may have from a different Boeing location. Your seniority is protected with a contract. Right now you can be replaced or even let go before someone with less seniority.

These are just a few of the lies designed to draw attention away from what has been accomplished by other union-represented workers throughout the Boeing Company or the surrounding Charleston area.

Boeing teammates at these locations make more money per

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hour and enjoy health benefits at a lower cost (posted on Boeingworkers.com). And they are paid above their own area's average wage. Meanwhile, Boeing holds you to the much lower average wage of the Charleston area.

Do you realize there are IAM members right here in the Greater North Charleston area who make substantially better wages than BSC offers? One example is Kapstone/Meadwest Vaco, whose average hourly rate is \$30.00 an hour.

The IAM has three contracts on the Charleston Air Force base. All three contracts provide wages above the area average. For example:

L-3 Communications C-17 Training System

Delaware Resource Group C-17 Program

Eagle Systems and Services C-17 Program

There are IAM members at the Charleston airport moving your luggage and helping with your reservations who are making more than those so-called area wages. The IAM has a proud history here in South Carolina, where our members share in the success of their respective companies through better wages, healthcare, job security and more.

## Moving Forward

Moving forward, the IAM will continue to address the issues that we believe are of concern to folks. We will also continue to dispel the numerous lies and rumors that made their way through the shop floor. But to support your organizing drive you will have to contact the IAM when you have questions, read future communications and share information with your co-workers.

You will also need to re-sign an authorization card and ask your co-workers to do the same. By law, the authorization cards collected and used to file for the April 22 election are no longer valid. There are two ways in which you can sign and submit an authorization card:

- 1) All future communications by mail will have an authorization card which you can sign and return through the mail from the privacy of your home.

## Links

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**Boeing Workers:** [www.boeingworkers.com](http://www.boeingworkers.com)

**Boeing SC Facebook:**  
<https://www.facebook.com/boeingworkers>

**SC AFL-CIO:** <http://sc.aflcio.org/5041/>

- 2) Drop by the IAM 7025 Dorchester Road office. See office hours below.

Please note, in an effort to answer questions and concerns we will continue to make the IAM team available. We are available to meet one on one or in groups by appointment. This includes meeting at times convenient for off shift workers. The option to drop by or call the office during office hours is always available.

Your authorization card is needed to demonstrate there still remains enough support to have an election. Many individuals expressed support, but were fearful Boeing would find out who signed an authorization card. The law protects workers from employers seeing signed authorization cards. Any question about the privacy of the authorization card was proven from the first round when Boeing never saw one authorization card. Once we have received a majority of cards, we will request an election with the government under the new National Labor Relations Board rules, which entitles you to a quick election.

Now is a good time to ask yourself a couple questions:

Should Boeing be allowed to keep my pay low and have me contribute more to my healthcare in an effort to lower the industry standard for even greater profit?

Should BSC workers go without job protections, without fair opportunities for advancement, and continue to live with seniority that means nothing – all while being labeled a team member?

If you didn't answer yes to both questions, I would encourage you to learn more about what union representation at BSC would look like. Visit Boeingworkers.com. You and your co-workers made BSC successful and nobody can take your success away from you. How much of that success you share in as a worker at BSC is the question you can get answered through collective bargaining.

*Best regards,*

*Mike Evans, IAM Organizer*

## Contact Us

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