



Be Careful Buying Management's Lies

Are you tired of management's lies? You're not alone. Some of your co-workers recently visited the Machinists Union's offices and asked us to set the record straight. They also asked for more ownership of this very newsletter. Their message to us was Boeing workers in South Carolina are stronger together. What they want for themselves and what they want for you are higher wages, better benefits and a seat at the table. However, achieving this is impossible if so many continue to take managers at their word.

The most recent scare tactic from management revolves around personal information. Here's how it works. The National Labor Relations Board (NLRB) requires the company to provide the union with a list of employee addresses leading up to an election. Recent rule changes by the NLRB also require them to provide cell phone numbers and email addresses (if they have access to them). Federal law requires them to do this because it levels the playing field. As it stands now, the company has the luxury of bombarding the workforce with anti-union propaganda as much as they'd like. By providing us with contact information, it provides us an opportunity to have a discussion with you and answer any questions you have.

Because we do not have the opportunity to attend company meetings and explain the truth about collective bargaining, this is one of the few ways we can truly explain all a union contract can do for you and your family. This is one of many issues we feel needs to be clarified. Below are snippets of the questions your co-workers asked us to answer. You can access the rest of them at Boeingworkers.com.

Can the IAM ensure that if we get to another election with authorization cards it will not be cancelled?

When a majority of Boeing workers submit authorization cards, the IAM will file for an election. Rest assured that an election will happen this time around. With that said, it's important to understand why the first election was cancelled. Many times in large organizing campaigns, companies use expensive anti-union law firms that spread a rash of half-truths and lies. That was exactly what Boeing did last year.



When is the next election?

Whenever a majority of workers at Boeing South Carolina sign an authorization card. You must, however, sign an authorization card dated after April 22, 2015. If an authorization card was submitted prior to the April 22, 2015 election it is no longer valid.

How will seniority work going forward?

Seniority rights are something that will have to be negotiated between your negotiating committee and Boeing. Your negotiating committee will be made up of your co-workers and IAM staff. This staff includes a team of research economists and the IAM's Boeing aerospace coordinator. Your co-workers who have attended meetings want to see a contract that protects workers. A union contract will help do that.

Check out Boeingworkers.com to learn more about topics such as bumping, pay rates, business goal objectives and more.

Union = More Money and Better Benefits

Don't believe us? Check out the wage card and comparison below. Boeing continues to imply that collective bargaining will not provide any positive changes. One thing is fact: negotiations have to take place. Recently SPEEA union (the professional union at Boeing) just finished their negotiations with Boeing management and it has been coined a WIN - WIN. There are wage increases that are truly some of the best in the aerospace industry. Below is the current wage scale for those that also work on the 787. Mrs. Wyse's repeated comment when confronted with this information has been, "We are not Washington." She's right, you are BSC and what you have done as a workforce for less wages and inconsistent work rules over the years is a testament to your commitment and dedication. You deserve better!

Consider donating to . . . Northwest Harvest

LABOR GRADE	MINIMUM RATE	MAXIMUM RATE
11	22.00	45.39
10	21.00	44.13
9	20.00	43.00
8	19.00	41.79
7	18.00	40.55
6	17.00	39.38
5	16.00	38.13
4	15.00	36.98
3	14.00	35.82
2	13.00	34.60
1	12.00	33.41
A	11.00	19.26

Happy Holidays

NEGOTIATED BY DISTRICT LODGE 751 IAM&AW

Effective December 4, 2015 Zero COLA Increase*

*Effective Dec. 4, 2015, the COLA formula generated minus 5 cents; however, since no positive COLA has been generated since the prior COLA was rolled into the base rates, no reduction to the base rate will occur. Current accumulated COLA to date is minus 11 cents.

Buy Union-Made and American-Made Products

Rates shown are first shift
 second shift: add 75¢ • third shift: add 10¢
 Seniority progression increases of 50¢ will occur at 6 month intervals up to the Maximum Rate in accordance with section 6.3(a) of the Bargaining Agreement

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 EVERETT 425-355-8821 RENTON 425-235-3777
 TOLL-FREE 1-800-763-1301

Headquarters
 9125 15th Place South • Seattle, WA 98108-5100
 www.iam751.org www.yourpowerinside.com

The Rescue Mission
 Seattle Union Gospel Mission
 Everett Gospel Mission

.50 increase every six months. Automatically placed at maximum rate upon your six-year anniversary.

Roughly 32,000 IAM union members rely on this wage card to provide for their family. NOT a subjective BGO.

MT-B at BSC shares many of the same responsibilities as a Labor Grade 6 in Washington state.

IMPORTANT: Authorization Cards Signed Prior to April 22, 2015 are NO Good!

Many Boeing workers believe that if they have an authorization card previously submitted, they are all set.

The law does not allow authorization cards to be used a second time for a new election, so all cards leading up to the April 22, 2015 election are now stamped as unusable to ensure the card cannot be used for future elections. It is like starting over.

Simply put, if you have not submitted an authorization card after the cancelled April 22, 2015 election, you will need to submit a new card. Go to Boeingworkers.com today to sign your electronic a-card. It's safe and it's secure.

Contact Us

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