



May 2016

Is Your Job as Secure as You Think it Is?



First it was potential layoffs. Now it's new management sneaking around the shop floor trying to trick workers. There's a lot going on at Boeing South Carolina right now that has many in the shop uncertain about their future. In this newsletter, we'll take a look at the differences between a union and non-union shop when it comes to layoffs. We'll also discuss the new vice president and his dirty tricks.

First, however, it's important to note that even if both layoffs and your new vice president come and go without adversely impacting you – the company can still terminate you or your co-workers at any time.

Below is South Carolina law **Section 41-1-110** (<http://www.llr.state.sc.us/Labor/Mediation/Employment%20at%20Will.pdf>):

“Conspicuous disclaimer of contract of employment created by handbook, personnel manual or other document issued by employer. It is the public policy of this State that a handbook, personnel manual, policy, procedure, or other document issued by an employer or its agent after June 30, 2004, shall not create an express or implied contract of employment if it is conspicuously disclaimed. For purposes of this section, a disclaimer in a handbook or personnel

manual must be in underlined capital letters on the first page of the document and signed by the employee. For all other documents referenced in this section, the disclaimer must be in underlined capital letters on the first page of the document. Whether or not a disclaimer is conspicuous is a question of law.”

According to the previously referenced fact sheet from the South Carolina Department of Labor, Licensing and Regulation,

“this statute is important because unless there is an employment contract or a specific statutory protection, all employment in South Carolina is employment-at-will. Employment-at-will simply means that the employer may terminate the employment or the employee may leave the employment at any time for any reason (or for no reason). It is also up to each employer to decide if its employees may view their own personnel file.”

With a union contract you are no longer an employee-at-will. A union contract provides you protection called, “just cause.” With this, you have the right to have representation on the shop floor and, if necessary, binding arbitration. Long story short: don't leave it all up to management now or in the future.

Management's Strategy: Divide and Conquer

It doesn't matter whether it's Boeing South Carolina, Boeing Seattle or any other shop in the world for that matter - working folks are stronger together. You and many of your co-workers understand this. That's why you have been doing your best to promote positive change at BSC through a union and the collective bargaining process. If workers didn't stand up and strive for a better workplace then how would change for the better ever happen?

Management understands this as well. They want nothing more than to cling tightly to every last bit of power they have. Have you ever heard a manager say something along the lines of, "if you don't like it quit?" By saying this management is essentially taking an opportunity to remind you they have the power to fire you. Your time and commitment through the years as a teammate should be worth more than, "if you don't like it quit." Is that really a teammate? The company especially enjoys it when a co-worker tells you, "if you don't like it quit." By promoting this type of environment, they are playing one worker against the other. Management loves nothing better than having their workers opposing each other so nobody will benefit. In this type of game, the only one who wins is management.

Have You Seen This Man?

As if the potential for layoffs wasn't nerve-racking enough, now there's a hoodie-wearing "terminator" making his way around the shop floor. His name: David Carbon. And he's your new vice president.



He treats BSC as his personal playground and the workers as pawns. Ignoring the damage his on-the-spot terminations do to Beverly Wyse's hourly teammates and their families. David loves union-free zones. Because there is no union, David enjoys dressing in hoodies and sneaking up on workers. David will be coming to your building soon.

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Layoffs are Coming...Now What?

Recently Boeing announced a plan to reduce the workforce among the commercial program. As a result, many have asked about the difference between a union shop and non-union shop when it comes to layoff. Without a collective bargaining agreement in place, workers are left out in the cold. Union workers, on the other hand, have benefits and rights when the unfortunate happens - including recall rights. In fact, the company cannot hire new employees off the street into a layoff impacted area until the recall list is exhausted. Check out more below.

"NON-UNION" SHOP

Don't call it a layoff. You're terminated.

Without a union contract, Boeing has no obligation to recall you back to work when they need to ramp back up again.



Who goes is at management's discretion.



Not the boss's buddy? Recently disciplined?
Most vacation time? Highest paid?
Older worker?

It's all to-be-determined. That's because there's no set system to dictate who is impacted by a layoff. Rather, management can pick and choose.

"UNION" SHOP

Structured layoff language based on seniority. Prior to layoff - voluntary option package is offered.



One week's pay for every year of service (up to 26 weeks).

Healthcare benefits for six months.



Recall rights for up to 8 years.