

CONTRACT 09

Negotiation Process

STEP 1 Identifying the Issues.

Members determine the most important issues for our Union Contract Negotiators through a variety of methods, including:

- A series of contract surveys
- Input from members given to Union Committeemen and Business Representatives at shop floor meetings and in daily interaction.
- Business Reps identify problem areas in the contract through their daily enforcement of the current Agreement
- Membership input at focus groups, as well as through the website and phone calls to the Union Hall.

STEP 2 Committees Meet with Lockheed.

The Union Negotiating Committee and The Lockheed Company (as well as the various subcommittees) meet informally throughout the contract to continually work issues -- not just during actual negotiations. As the contract expiration date approaches, the meetings become more frequent.

STEP 3 Strike Sanction Vote.

This important vote will be held on April 5th at the Cowtown Coliseum at 2:00PM. Union members will meet to grant strike sanction support to our Negotiators. This show of solidarity gives our Negotiators power at the bargaining table.

STEP 4 Formal Contract Negotiations Begin.

On April 6th, the Union Negotiating Committee will present Lockheed our economic contract proposal addressing membership issues. The Negotiating Committee and Subcommittees will meet on an ongoing basis, following the formal presentation.

STEP 5 Stay Informed and Give Input.

Throughout the negotiation process, it is essential that we have two-way communication with the members. Attend shop floor meetings and tell the Committee your concerns and issues.

STEP 6 Round-the-Clock Bargaining Sessions Begin.

Both the Negotiating Committee and all Subcommittees meet round-the-clock with Lockheed Negotiators in April to negotiate key contract issues. When a Subcommittee believes there is a resolution to a given issue, it is sent to the main negotiating table for concurrence.

STEP 7 Last and Final Offer.

After Lockheed delivers its last and final offer, there will be a summary printed of the proposal received at the April 19th Mass Meeting.

STEP 8 Contract Vote.

The Vote is scheduled for April 19th, 2:00pm at the Cowtown Coliseum. First, members vote to ACCEPT or REJECT the contract proposal submitted by the Company. If necessary, a 2nd vote will be held by the members to reaffirm strike sanction. The IAM Constitution requires 2/3's must reaffirm strike sanction in order to call a strike.

