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CONTRACT 2024 Negotiations Survival Handbook

THE FIGHTING MACHINISTS OF
IAMAW LOCAL LODGE 774
Wichita, Kansas

CONTRACT EXPIRES SEPTEMBER 22, 2024

The Fighting Machinists



Negotiations
Survival
Handbook

CONTRACT 2024

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Unionism continues to play a crucial role in our culture today and remains as relevant as it has ever been. Our collective bargaining power plays a significant role in ensuring that companies conduct business with respect for human rights. If we fail in our duties, we will be failing both past and future generations. Therefore, we must educate ourselves on the process to avoid being misled. We must stand together and fight with more determination than ever before!

It's as simple as it seems.

Your Vote is Your Voice.



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With a *unity of purpose*, we have the power to raise the bar of industry standards in our 2024 contract with Textron Aviation!



Introduction

As we draw closer to negotiating a new contract, you may begin to feel uncertainty, high anxiety, extreme stress, and a roller coaster of emotions that are guaranteed to rival that of any amusement park ride.

Contract negotiations with the company must be completed before the end of the agreed term, and meeting the contract deadline is crucial and cannot be ignored. The industry and the economy are in a constant state of change, making it imperative to stay up-to-date. We all deserve a contract with fair wages, benefits, and safe working conditions.

In this handbook, we will provide a detailed explanation of the negotiation process. We will also discuss the important role members play in this process, along with practical tips on how you can help.

We understand that contract time can be stressful, so we have included a section on how to recognize and cope with the pressures and anxiety that may arise and shed light on some of the tactics the company may use attempting to instill doubt and fear in your mind and create turmoil amongst our members.

We have also included a section with frequently asked questions and answers and additional resources in the back of this handbook that members can utilize during this process.

As you use this handbook, please keep in mind that we are strongest when we stand together as one Union, speaking with a unified voice. By doing so, we have the power to improve our standard of living.

Our negotiating committee has created this handbook to help answer any questions you may have, to reinforce the importance of staying strong, and to emphasize the need for empowering and supporting one another in the coming weeks.

Who is on the Negotiating Committee?

Our negotiating committee is comprised of our local lodge President, all four Plant Chairs, and four additional elected members. They will represent our membership as negotiators. The committee will also consist of district lodge and grand lodge representatives as per the IAM Constitution and local lodge bylaws, Article IX, Section 1.



Union Negotiating Committee - January 2024

Top row left: Brian Alexander (774 President), Cornell Beard (DL70 President and Directing Business Representative), Tyson Kelly (DL70 Business Representative), Geronimo Torronex (Elected Negotiator), Mike Apsley (Elected Negotiator), Jeremiah Guinn (Elected Negotiator), Russell Allen (1st Shift Plant Chair, West), Clint Shockley (Elected Negotiator).

Second row left: Wendy Brooks (DL70 Business Representative), Charlie Cowell (1st Shift Plant Chair, Pawnee), Kelly Cleaton (2nd Shift Plant Chair), Shaun Junkins (DL70 Assistant Directing Business Representative).

Not Shown: Robert Hunt (1st Shift Plant Chair, East), Tony Wirth (Aerospace Department Chief of Staff), Shannon Stucker (Aerospace Coordinator), William Sullivan (Aerospace Coordinator).

**Some committee members may change before negotiations begin due to local plant chair and district lodge representative elections.*

How the Negotiation Process Works

Our negotiating committee members will review the previous negotiations and the current contract's impact on our members well before it expires.

The committee will look carefully at what has had positive or negative effects on the hourly workforce throughout the current contract, conducting many hours of discussion and debate amongst themselves as to what changes are needed to improve the outcome of a new agreement.

Additionally, the committee will review the 2024 Contract Proposal forms submitted by members.

Other items that the committee will focus on include, but are not limited to:

- **A review of grievances** filed during the current contract period, many of which resulted from changes made in the previous round of bargaining.
- **Feedback from member surveys** designed to prioritize what is most important to the membership and providing information that might otherwise not be known.
- **Meetings with members** intended to reveal additional issues that members are passionate about, that the survey or secondhand reporting may have failed to communicate to the committee.
- **A complete review of the current contract language.**
- **Feedback from Shop Stewards** who are on the front lines with company supervisors daily. (This is why it is so important for members to elect a good shop steward and equally as important for members to keep the steward informed about company violations.)
- **Information requests.** Information requests are carefully prepared by union representatives and submitted to the company. The company has a legal obligation to respond to the

Union's request for all information that is necessary and relevant for bargaining a new contract.

- **Industry standards.** Industry standards and nationwide trends are carefully reviewed by the committee in order to draft well-informed proposals.

- **Local, state and national cost-of-living indexes are a part of the committee's preparation.**

These are just a few of the resources used by the negotiating committee to start drafting a contract proposal.

In Summary of the Negotiating Committee's Work

After compiling the research data, the committee will negotiate a new agreement with company representatives in person.

The committee would like to receive a last, best, and final offer from the company that they are comfortable recommending to the members a few days prior to the expiration of the current agreement. This will give the committee enough time to prepare and propose the contract language changes to the members during a town hall meeting. It will also provide ample time for the members and their families to review the language changes before casting their vote on whether to accept or reject the offer.

It is important to remember that the wages and benefits you receive are not a gift from the company. These are the results of the collective bargaining process. Without the legal protection of a collective bargaining agreement, the company can change or even eliminate health insurance, earned time off (ETO), paid holidays, pensions, and many of the other benefits we enjoy. Without the support of all employees, our ability to protect and improve our wages, benefits, and workplace safety can and will suffer.

Bargaining unit employees who choose **not** to pay union dues only strengthen the company's hand in negotiations. For the pennies saved, they give up their right to vote in union-

related business including contract proposals and strikes (forfeiting a chance to have a voice in their future). The company will also use the percentage of dues-paying members versus non-dues-paying members as an indicator of our bargaining strength.

As a union, we hold the real power, and it's important to remember that the members have the final say on whether to accept or reject the company's offer. In a true democratic fashion, every member will have the opportunity to use their voice by voting to either "accept" or "reject" the company's final contract offer when it comes time to vote.

The ballot will have two parts: The first part will be for voting to *accept* or *reject* the company's offer, and the second part will be for voting "yes" or "no" to strike. Please note that members will cast their vote on both parts before knowing the results of the first part. If members vote to "reject" the company's offer but vote "no" to strike, a new agreement will be ratified. It's important to understand that voting to reject an offer and not being willing to strike over it is essentially saying to the company, "We don't like your offer, but we'll take it."

Our hope is that this summary of the negotiation process helps shed some light on the steps that go into creating a contract.

The Members Role in the Negotiation Process

The ability we have to negotiate a contract is one of the most important reasons for having a Union. The contract language determines the terms and conditions of our employment for a negotiated amount of time. In the aircraft manufacturing industry, the duration of most collective bargaining agreements historically have been three-year agreements.

Our next negotiated contract language, like the current one, will determine our wages, workdays, shifts and hours of work, cost of living, healthcare options and costs, life

insurance, short term disability, dental, vision, pension, retirement, vacation, earned time off, transfers, seniority, shop stewards, plant chairs and the terms and conditions of union business, including our safety. All are part of what will dictate our lives for the duration of our next contract.

Electing good members to be on the Negotiating Committee is a paramount step in this process, but the single most important factor in the negotiation process, is you. This cannot be stressed enough.

Our strength as workers is in our unity of purpose.

The greater number of dues-paying members that are in the bargaining unit, the greater our ability to negotiate a great contract. The more workers who are actively involved in the union and the negotiating process, the more opportunity we have to obtain a contract we deserve.

Before the negotiations begin, the company will assess our strengths and weaknesses. They know our membership percentages, and will be listening carefully to hear what's being said on the shop floor to judge our strength as time grows closer. They will already know some things, as some members tell their supervisors, but also because some members tend to air our own dirty laundry (likes and dislikes of union business) in front of them or on social media platforms. As hourly employees, it is important to understand that, ***everything we do and say on the shop floor is communicated up the chain of command.*** The company knows our business.

Unbridled comments and attitude from union members can cause misconception and give others the perception of weakness and vulnerability. Promoting negativity from our own ranks will not help the disgruntled member, the non-dues paying member, nor the bargaining unit to obtain a good contract. If you find yourself or others that are having this type of issue, encourage them to speak with a union

representative or two, to find resolve. We may need to step outside of our comfort zone at times, to protect the bigger cause, and we will undoubtedly need each other to get through this process.

What can you do to help?

As members, there are several things we can do to help our endeavor for a successful negotiation and ratify a great contract.

If the opportunity becomes available, explain to management that we expect the company to provide a fair contract.

When management asks if the Union is going on strike, we should let them know that it depends on the company's willingness to negotiate in good faith and provide us with a fair contract.

We must support each other, talk to co-workers, and share information with other members.

Participating in the Union surveys, rallies, and informational forums would also be helpful.

Displaying our Union gear, such as T-shirts, and stickers will give us visibility and showcase our solidarity.

It is important for each of us to encourage non-members to join the Union, as there is strength in numbers. By joining, they will also have a voice in the process, and their participation can help ensure a better contract for everyone.

You may also volunteer for one or more of the strike committees that will be organized, toward the end of the negotiations in the event of a strike. If you have talents or skills such as carpentry, electronics, plumbing, HVAC, auto mechanics, or any other skills that would be helpful to other members during a strike, please volunteer them.

Lastly, we must ensure that our shop steward is communicating with us regularly with information and

updates.

We hope you understand the critical role **you** play in the outcome of these contract negotiations.

Coping with the Pressures of Negotiations

Contract negotiations can be an emotional rollercoaster for everyone involved. Knowing what to expect can help you stay grounded and prepared for what's to come.

The company may resort to spreading rumors and using scare tactics to create fear and doubt among employees. They may also hold meetings to discuss the state of the business, including financial updates and the possibility of outsourcing jobs. There may even be threats of job replacement if a strike is voted for. They may try to convince employees that there are no other options for healthcare plans.

However, we deserve a fair contract with good hourly wage increases, better retirement, equal pensions, improved healthcare, and more. We are the backbone of the company's success. We build and service the industry-leading aircraft that the company sells. We bring the engineers' ideas to life, fix broken equipment, and keep the facility presentable for customers and guests. Without our labor, this company wouldn't exist.

It's important to remember that the company will invest significant time and money trying to convince employees to settle for less. This can feel like psychological warfare, but we must remain strong and united.

Your Rights Under the National Labor Relations Act

Management cannot attend any Union meeting or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in any Union program.

Management cannot lay-off, discharge, or discipline any employee for union activity.

Management cannot grant employee wage increases, special concessions, or benefits in order to keep the union out.

Management cannot bar employee union representatives from soliciting employee membership on or off company property during non-working hours.

Management cannot ask employees about union matters, meetings; etc. (some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal).

Management cannot ask employees what they think about the union or the union representatives.

Management cannot ask the employees how they intend to vote.

Management cannot threaten employees with reprisals for participating in union activities. For example, threaten to move the plant or close the business, curtail operations or reduce employee benefits.

Management cannot announce the company will not deal with the union.

Management cannot threaten to close, in fact close or move the business in order to avoid dealing with a union.

Management cannot ask an employee, during a hiring interview, about his or her affiliation with a labor organization or how he or she feels about unions.

Management cannot make anti-union statements, or act in any way that might show preference for a non-union person.

Management cannot make distinctions between the union and non-union employees when assigning overtime or other desirable work.

Management cannot purposely team up non-union workers and keep them apart from those supporting membership in the union.

Management cannot choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.

Management cannot discriminate against union workers when disciplining employees.

Management cannot by the nature of the work assignments, create conditions intended to get rid of an employee because of their union activity.

Management cannot take action that adversely affects an employee's job or pay rate because of union activity.

Management cannot threaten workers or coerce them in an attempt to influence their vote.

Management cannot threaten a union member through a third party.

Management cannot promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union.

Management cannot start a petition or circular against the union or encourage or take part in its circulation if started by employees.

Management cannot urge employees to try and induce others to oppose the union or keep it out and/or visit homes of employees and encourage them to reject the union.

Violation of any of these items is a violation of the National Labor Relations Act and could be grounds for unfair labor practice charges against the company.

*Make it a point to know your rights.
If you don't know your rights, you have none.*

Your Rights to Union Representation

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251,

88 LRRM 2689). These rights have become known as the Weingarten rights.

Employees have Weingarten rights during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights; it is the employee's responsibility to know and request.

When an employee makes the request for a union representative to be present management has three options:

1. Management can stop questioning until the representative arrives.
2. They can call off the interview or,
3. They can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (*an option the employee should always refuse*).

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

Frequently Asked Questions & Answers

Introduction

This section was developed to provide you with answers to many common questions that members may have throughout the negotiation process.

Q: How will Local 774 approach negotiations?

A: We take these negotiations very seriously and with great determination. The contract negotiating process is crucial for the livelihoods of employees and their families. We hope that the company will recognize the necessity and importance of fair negotiation, but we cannot assume that it will happen. These negotiations are a pivotal opportunity for both the bargaining employees and the company to come to an agreement that will benefit the future of the employees as well as the success of Textron Aviation. Together, we can lead the way and prove that realistic solutions do exist.

Q: When will negotiations formally begin?

A: Contract negotiations are scheduled to commence approximately two months before the current contract expiration date. The Union's leadership will submit a comprehensive contract proposal to the company that reflects the input of its members. The proposal will be divided into two parts: the economic proposal and the non-economic proposal. The non-economic proposal will consist of language that does not impose any financial obligations, while the economic proposal will include language that does impose financial obligations.

Q: What are some of the priority issues for negotiations?


A: A members only survey will be sent to be filled out and returned. The survey will include questions about individual priorities. The survey will typically cover topics such as: pensions, healthcare benefits and costs, job security, cost-of-living adjustments, earned time off, vacation time, transfer

language, bereavement, and holidays. Based on the responses received, a priority list will be compiled.

Q: How will the Union address the Job Security issue?

A: Ensuring job security and stability in the workplace is of the utmost importance for our workforce and future generations. Achieving manufacturing success requires a collaborative effort between both parties. We strongly believe that every sector of manufacturing, including fabrication, machining, and final assembly work, is equally significant. We are committed to securing the future with stronger contract language on the outsourcing of work. We are open to ideas that can help us improve job security for our members and the community. If you have any suggestions, please speak with your shop steward or plant chair and fill out a "Contract Proposal Form" to present your ideas.

English



2024 LL774 CONTRACT PROPOSAL FORM
Please fill out as indicated and return to the Plant Chair's office!

Article: _____
Section: _____
Page: _____

Propose Change. Use additional sheets as necessary.

Is this a Strike Issue? Yes _____ No _____

Member Name: _____
Classification: _____ E-Mail: _____
Phone Number: _____
Location/Building/Department: _____

Spanish



LL774 FORMULARIO DE PROPUESTAS PARA EL CONTRATO 2024
(Favor de completar y devolver a la oficina del Representante de Planta (Plant Chair))

Artículo: _____
Sección: _____
Página: _____

Cambio Propuesto. Use páginas adicionales si es necesario.

¿Es esto un Acuerdo de Huelga? Sí _____ No _____

Nombre del Miembro: _____
Clasificación: _____ Correo electrónico: _____
Número de teléfono: _____
Localización/Edificio/Departamento: _____

Vietnamese



BIỂU MẪU ĐỀ XUẤT HỢP ĐỒNG 2024LL774
Vui lòng điền thông tin theo chỉ định và gửi về văn phòng Plant Chair!

Điều khoản: _____
Phần: _____
Trang: _____

Thay đổi được đề xuất. Dùng thêm giấy nếu cần.

Đây có phải là vấn đề đình công không? Có _____ không _____

Tên của Thành viên: _____
Phân loại: _____ E-Mail: _____
Số điện thoại: _____
Địa điểm/Tòa nhà/Phòng ban: _____

**Available on our webpage at [ll774.org/links](http://l774.org/links)*

Q: How can I help in the negotiations process?

A: It is important to participate in discussions, rallies, surveys, and other events to show solidarity. Wear appropriate gear at designated times to show unity with your fellow Brothers and Sisters. Speak up boldly about the issues on the shop floor because the company will be listening, and solidarity is an effective way to make a difference.

Q: What to do if a member or co-worker doesn't want to

participate in the negotiation related activities?

A: Do what you can to respectfully persuade them of the importance of our solidarity. This is their contract and livelihood as much as it is ours, and if enough members choose to do nothing it could result in a less than industry standard agreement. *Our success will be determined by the level of engagement we have from the membership.* This will be the contract that determines the future for the bargaining unit workers at Textron Aviation. The question could be asked, “Will we stand and fight for a contract that sets the bar of industry leading agreements in the Air-Capitol of the world, or will we let the company swindle us out of basic healthcare needs, pensions, wages and other open ended language that they can add as they warrant?”. It’s up to us, the members.

Q: *What should I say to support our negotiators when I am asked by management to give them my input on negotiations?*

A: During this time, supervisors and managers will be closely observing our members to determine their stance on various issues. Any information gathered from the shop floor will be reported directly to the company negotiators. To help our negotiating team secure a favorable contract, it is important to present a united front and respectfully inform any company representative (supervisor or otherwise) that they need to speak with our negotiating committee. Our elected negotiators are prioritizing the best interests of the membership, while the company is focused on their own interests.

Q: *Why do we have rallies during negotiations?*

A: It is extremely important that we, as members, show our support to the negotiating committee and the issues that matter to us all. This not only demonstrates our unity but also sends a powerful message to the company. We encourage our family and friends to join us at these rallies.

The more people we have attending, the stronger the message we send to the company about the level of support that the negotiators have from the membership.

Q: How much influence does the Grand Lodge have on the outcome of our contract?

A: In order to guide our negotiations with Textron Aviation, representatives from various departments, including Legal, Strategic Resources, and Aerospace, will be provided by IAM Headquarters and Southern Territory leadership. Our elected District and Local representatives will also be involved in the process, and will express the concerns and needs of our members to IAM leadership. The negotiations will be led by the President and Directing Business Representative of District Lodge 70.

Q: Can new-hires vote on the contract?

A: Yes, as long as they've signed a membership card.

Q: Are we out-ricing ourselves out of business?

A: In order to negotiate fairly, we need to know the nature of Textron's financial state as a whole. Our contracts go beyond just the wages and benefits that Textron Aviation will pay our members, as they have a far-reaching effect on all workers, both union and non-union. We are leaders in aerospace manufacturing in the United States, and even Japanese workers are paid comparably or better than American workers. The cost of our contract with the company, covering all benefits and wages, is less than 10% of the cost of an aircraft.

Many companies are outsourcing jobs to unregulated countries in a "race to the bottom" with respect to wages. However, these companies are discovering that transportation costs, reduced quality, and productivity are eating up much of the savings they hoped to achieve through outsourcing.

Q: With situations of employee's losing their pensions, could a similar situation happen here at Textron?

A: When a company has control over its employees' pension plans, there are many potential outcomes. While there are laws in place to regulate how companies handle pensions, some still choose to eliminate them. Ultimately, the future of the pension plan is uncertain if it's solely controlled by the company. In addition, the IAM Pension Plan is being proposed by the Union

Q: What approach will the Union leadership be taking with respect to pensions?

A: Pensions will most likely be on the priority list for members, so we'll research retirement options to find an equitable and secure choice for all members.

Q: What's the plan to remedy the costs of health care?

A: The healthcare costs in our country are increasing rapidly, and to combat this issue, employers are shifting the burden to their employees. We must inform our company that the current healthcare plan is unsustainable and unacceptable. To bring about change, we must set an example by taking the lead instead of following the trend. Ultimately, we should be willing to make sacrifices to achieve our goal, if necessary.

Q: Does the Union want a strike?

A: Striking is never our first option. Our primary goal during negotiations is to reach a fair agreement that we can confidently recommend to our members. However, we are prepared to recommend a strike if we are presented with an unacceptable offer. Ultimately, it is up to the members to decide whether or not to strike. Our bargaining strength is directly tied to the determination of our members.

Q: How do we avoid a strike?

A: Both sides need strong leadership to reach an agreement on important issues that affect those they represent. Strikes

should be a last resort, as they hurt everyone. However, a strike can be avoided if the company negotiates in good faith and provides workers with what they deserve.

Q: Why does the company inform their customers of the possibility of a strike?

A: It is important for the company to inform its customers that if an agreement cannot be reached, there may be a delay in product delivery. This delay can have serious financial consequences for the company, including fines and damage to their reputation. The customers and potential customers will be closely watching this process, and any mismanagement of the workforce could result in a loss of their trust. This, in turn, could lead them to take their business elsewhere.

Q: How will the Union keep me updated on the status of negotiations?

A: We will keep everyone informed through various channels, including our website, social media, printed materials, face-to-face meetings, and communications with shop stewards.

Q: What informational resources are available to me?

A: Shop stewards are available to answer questions about negotiations. The latest information can be found on our Local Lodge 774 website and social media channels:

Webpage@LL774.org

[Facebook@ICT774](https://www.facebook.com/ICT774)

[X@IAMLL774](https://twitter.com/IAMLL774)

[Instagram@IAMLL774](https://www.instagram.com/IAMLL774)

Strike Sanction

Q. What is a “Strike Sanction Vote”?

A: Per the IAM Constitution, Article XVI, Section 1, 1-12, and Official Circular No. 813, a strike sanction vote is required for the IAM to authorize a *potential strike* and to approve strike benefits for members.

Vote Strike Sanction Ballot	
<input type="checkbox"/>	Yes to Strike Sanction
<input type="checkbox"/>	No to Strike Sanction
I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of the Grand Lodge Constitution.	

It's important to understand that the strike sanction vote is **not** a vote to strike but the authorization to strike. This vote will be conducted at least 60 days prior to the expiration date of an agreement.

**A strike can only occur if a majority of members vote to reject the company's final proposal and then reaffirm their actions with a strike action authorization vote by a two-thirds margin of the members in attendance and qualified to vote.*

Q. Why is a strike sanction vote important?

A: A strike sanction vote is a request for authorization from the IAM by the members of Local Lodge 774 to legally strike if necessary, and to receive strike benefits from the IAM Strike Fund as per the IAMAW Constitution. To approve a strike sanction vote, a minimum of 30% of the membership must be present, and at least 50% of the voters in attendance must vote in favor. This is according to Article XVI, Sections 1-6 of the IAM Constitution. Not approving a strike sanction vote will result in the inability to receive strike benefits

Participating in and approving a strike sanction vote sends a strong message to the company that the members are dedicated to obtaining a fair and equitable contract. .

Contract Vote

Q: When the company delivers a last, best and final offer to our negotiating committee, what happens next?

The proposal will be reviewed by our Local and District negotiating team who will summarize the language changes and share them with the members. Meanwhile, the company will try to convince the members of the fairness of the offer by launching a campaign on the shop floor immediately after the delivery of the proposal to the negotiators. They will explain the reasoning behind the offer from their perspective.

On the other hand, the union negotiating committee will review the proposal for any changes that were not previously agreed upon and will write a summary of each change. They will also share their perspective on whether the offer is acceptable or not.

Q: When will members be able to get details on the company's last, best and final offer?

A: After negotiations are finished, the negotiation committee will create a summary of changes to present to the members during a scheduled contract ratification meeting.

Q: Where can I get a copy of the summary and changes?

A: During the contract ratification meeting, the company's offer will be distributed among the attendees. The negotiation committee will strive to obtain the company's offer as soon as the negotiations conclude. We anticipate receiving a copy of last, best, and final offer from the company a few days prior to the contract's expiry date, and we will also post it on our website at www.LL774.org for your review.

Q: Will we be having a mass membership meeting before we vote on the contract?

A: Yes, we will schedule a mass membership meeting to review the company's Last, Best and Final Offer before we vote on the contract.

Q: Where will we vote?

A: The date, time and location for voting on the contract (also

called the “Ratification Vote”) will be announced in advance.

Q: What will be on the ballot?

A: The ballot will consist of two parts. In Part 1, we will be asked to choose between accepting or rejecting the company's last, best and final offer.


In Part 2, we will be asked to vote either "Yes" or "No" to strike.

The decision to accept or reject the company's last, best and final offer will be made by a simple majority of 50% +1 of the members who vote.

If the company's offer is rejected: In order to proceed with a strike, at least 2/3 of the members who vote must vote "Yes". If less than 2/3 of the members vote to strike, the contract will be accepted, even if the majority of members voted to reject it.


Q: What do the results mean?

A: If more than half (50% +1) of the members cast their vote to accept the contract offer, the negotiations will end and the contract will be signed. However, if the majority of members vote to reject the contract offer, but less than two-thirds of them vote in favor of a strike, the contract will be accepted by default. It is important to note that the IAM cannot override the membership vote and call for a strike. If the majority of members vote to reject the contract offer and more than two-thirds of them vote in favor of a strike, the negotiating committee will call for a strike line to begin at 12:01 a.m. on September 22, 2024.

Contract Vote Ballot 

Accept Contract as Written
YES

Reject Contract as Written
NO

Strike Vote Ballot 

Yes to Strike

No to Strike
(Accepts Contract as Written)

Failure to obtain a two-thirds (2/3) YES in this section of the ballot will result in the acceptance and ratification of the Company's last and final offer.

Q: How long will members get to look over the company's last, best and final offer?

A: If the negotiations conclude before the contract ratification meeting, the details will be printed and provided to every member for their review. If not, the information will be distributed to each member at the beginning of the contract ratification meeting. We will then review the proposed changes line by line, with a question and answer session immediately following. During this meeting, your negotiating committee will provide you with their recommendation as to whether you should accept or reject the offer. Members will then be instructed on the voting procedure at the end of the contract ratification meeting.

Q: How will I receive a ballot?

A: At the contract ratification meeting, every eligible member will be given a "ticket" upon sign-in. Following a question and answer session, members will be guided to the location where they can exchange their ticket for a two-part voting ballot. The first part of the ballot will be used to vote for or against the company's proposal, while the second part will be used to cast a vote for or against a strike (*As seen on page 24*).

Q: What if I want to accept the offer, but I am also willing to support a strike if others reject the offer?

A: You would vote "yes," to accept the contract, and also vote "yes" to strike.

We recommend that members **always vote in favor of a strike** even when you vote to accept the offer. This supports a majority decision. If the majority accepts the offer, the strike vote will not matter. If the majority rejects the offer, they will need two-thirds majority of a strike vote to call a strike.

Q: When are the ballots counted?

A: The ballots will be counted as soon as the last member present has voted.

Q: How will we learn the outcome?

A: As soon as the votes are counted and the results are compiled, we will make an announcement immediately - usually within a few hours. Once the information is announced, it will also be posted on our website and social media channels. Local TV and radio stations will also be broadcasting the results during their newscasts.

Q: Why does it take two-thirds vote to call a strike?

A: The IAM Constitution requires 2/3 majority to call a strike (IAMAW Constitution, Article XVI, Section 2, Lines 20-23).

Going on strike with less than 2/3 of the membership in favor of a strike can easily result in a weak picket line. If the majority of the membership at 50% + 1 - was all that was required to call a strike, our opportunities for negotiating a better contract from a strike decreases dramatically. Going on strike is very serious business. The leadership should always be sure that 2/3 of the membership is willing to walk the line before taking that type of action.

Q: How soon would a strike occur if our members reject the contract and two-thirds present, vote to strike?

A: A strike could be called as soon as 12:01 am, September 22, 2024 - the current contract expiration date.

Q: What if I physically can't do picket duty if we go out on strike?

A: During a strike, many non-physical jobs can be done such as clerical work, phone duties, and kitchen tasks. The union will accommodate members' special needs.

Q: How is the strike benefit determined?

A: The amount of the strike benefit is determined by the IAM Constitution Section 6, Article XVI. When \$5,000,000 has accumulated in the strike fund, members who have continuous good standing for at least 3 months and who have ceased work

on account of a grievance approved by the E.C., shall receive benefits from the fund. Strike benefits shall be in the amount of \$200.00 per week. Whenever the balance in the Strike Fund exceeds \$150,000,000, strike benefits shall increase to \$225 per week. Whenever the balance in the Strike Fund exceeds \$175,000,000, strike benefits shall increase to \$250 per week. Thereafter, each increase of \$25,000,000 in the Strike Fund balance shall increase strike benefits by \$25.00 per week in the manner described above. Any decrease in the Strike Fund balance shall result in a decrease in benefits to the previous level, but not below \$200.00 per week.

Q. How long from the time we go on strike until I get my strike benefit from the Union?

A. No benefits shall be paid unless the strike extends over a period of more than 2 weeks. Thereafter, benefit payments shall accrue commencing with the 3rd week. Strike benefits shall continue to be paid through the last day of the week in which the strike terminates. *IAM Constitution Article XVI, Section 6.24.*

Q. Can the company cancel our group medical coverage if I go on strike?

A. The company can and may elect to cancel the group medical coverage that we are offered through them. If that happens, we will have the option to continue medical coverage through the Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA is a federal law that lets qualified workers keep their group health insurance for a limited time after a change in eligibility. One aspect of this law affords striking workers the opportunity to continue their health plan coverage when they are on strike. COBRA National Service Center will send a letter of notification to each and every striker giving him or her a 60-day notice. Although the following information is related to a strike situation COBRA is also available to anyone leaving a company to pursue other interests.

Provisions of COBRA:

1. COBRA allows the worker to continue their current health care coverage by paying the equivalent premium.
2. The letter sent to you by the National Service Center will inform you of your rights and responsibilities and costs of continued coverage. It will give you an address to which you may send your response. Please consider the following when making your decision regarding COBRA:
 - a) If you are currently under a doctor's care for a medical condition that cannot be delayed, it is recommended that you send the notification back to the COBRA Administrator as soon as you can.
 - b) All others should wait until the 59th. day to advise the COBRA Administrator of their decision.
 - c) We recommend that this response be sent via certified mail.
 - d) Payment for continued coverage is not due until the 45th. day after you have responded to the notification.
 - e) People who are planning or have scheduled elective surgery or medical treatment that can be delayed, should delay treatment until after the strike is over.
 - f) COBRA will not pay a bill until the premium is paid.

In addition, members with qualifying medical issues may submit application to the Light Aircraft Steering Fund committee. The Light Aircraft Steering Fund is used to assist our Union members on strike and to continue medical coverage for members and their families that have catastrophic illnesses. Such illnesses would include accidents, dialysis, diabetes, chemotherapy, and cancer, to name a few.

Q. Can the company fire us for going on strike?

A. Under federal law, we cannot be fired for participating in a protected strike or picketing against our employer. There are limitations and qualifications on the exercise of that right. Most strikes are protected, but certain kinds of strikes are not protected, depending on the object or purpose of the strike, on

its timing, or on the conduct of the strikers.

(See www.nlr.gov/about-nlr/rights-we-protect/the-law/employees/right-to-strike-and-picket)

Q. Can the company hire replacement workers while we're on strike?

A. It is possible that the company might threaten to replace us, or we might hear rumors that they have already found replacement employees. However, in reality, finding and hiring enough skilled and certified hourly workers would be a difficult and expensive task.

Q. Can non-members stay out and support a strike?

A. Yes, if the employees are part of the bargaining unit, they have the right to support a strike by staying out. They are protected under the National Labor Relations Act to the same extent as union members. However, it is more effective for both parties if the employees become union members.

Q: What is the Light Aircraft Steering Fund?

A: The Light Aircraft Steering Fund is a local funded strike fund account intended for IAM members who work at Textron Aviation and Bombardier. The fund was created to provide additional financial and or medical assistance to our members in the event of a strike.

Q: If we go on strike, what other benefits will be available to me?

A: There are a number of benefits and resources that are available and listed in the next section of this handbook. You will also be given a hand-out of resources in the event a strike is called. In addition, our website will have a resource page that lists the benefits that are available to our members.

Hope for the best. Be prepared for the worst.



As contract negotiations approach, we encourage all ***bargaining unit*** employees to ask your doctor to write 90-day

prescriptions for as many medications as they can

for yourself and family members. Plan to have the 90-day prescriptions ready to order as close to the end of negotiations as possible, without running out.

Employees can order 90-day prescriptions via mail order at these retail locations:

CVS Caremark, Dillons, and Wal-Mart.

- Plan to meet any medical or dental needs prior to a potential work stoppage.
- Stock up on Non-Perishable Food – Can goods, Dry goods- Mac & Cheese, Beans etc.- Deep Freeze Meats.
- Get financials in order. Plan to be current with all bills before the end of negotiations. Call any creditors to work out a plan if a work stoppage occurs.
- Open a strike savings account. Consider depositing a certain amount or percentage of each check directly into the account.
- It is advisable to contact your Mortgage Company or Landlord before the negotiations end. Inform them of a potential work stoppage and request for an extension or reduced payments. Once an agreement is finalized, it is recommended to follow up with a letter to confirm the details discussed during the conversation.
- Call your utility companies and discuss options to keep your account in good standing in the event a work stoppage occurs.



Information & Referral

Independent Living Resource Center	942-6300
Kansas Legal Services	265-9681
Long Term Care Ombudsman (nursing homes)	347-1429
Parenting or Anger Management Resources	2-1-1
Passageways (Veterans)	721-1316
Aging and Disability Resource Center	(855)200-2372
Sedgwick County Developmental Disability Org.	660-7630
WSU Community Engagement Institute (Support Groups)	800-445-0116
Senior Info-Line	267-0122
Dept for Children and Families (DCF)	337-7000
To report abuse	(800) 922-5330
Wichita Area Sexual Assault Center	263-3002
Wichita Transit Bus Schedule	265-7221

Shelter

Homeless Shelters/Transitional Housing

St. Anthony Family Shelter, Catholic Charities, Inc.	264-7233
Homeless Resource Center (Day Shelter)	265-9371
Harbor House (Domestic Violence)	263-6000
The Inn, powered by HumanKind	264-8051
Salvation Army, Homeless Services (Women & families)	263-2196
Union Rescue Mission (Men Only)	687-4673
Wichita Family Crisis Center (Domestic Violence)	267-7233

Rent & Utilities*

Center of Hope (Phone Intakes 9-12 and 1-4 M-F)	267-0222
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**Applicants should be aware that requests often exceed available funding.*

Furniture

His Helping Hands (By agency or church referral only)	838-8528
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Clothing

Bread of Life (Tues 10am -1:45pm)	689-6866
His Helping Hands (Sat 9-11:30am)	838-8528
Immanuel Baptist Church (Thurs 9-11am)	262-1452
Jehovah Jireh (Thurs/Fri 1-2:30pm & Sat 9am-10:30am). 312-9903	
Klothes Kloset (Mon, Wed, Fri 9am-2pm)	265-9371

Food

Food Pantries

- Bread of Life (Tues 10am-1:45pm) 689-6866
- College Hill UMC (9 am-12pm 1st Tues; 9-11 am 3rd Sat) ... 683-4643
- Our Daily Bread (8:30am-12pm T-Th & 4thSat) 264-8344
- Community Food Ministry (9-11:45am & 1-3:45pm M-F).... 267-4201
- Table of Hope (Tues by appt) 267-1852
- Dear Neighbor (9am-1pm M-Th) 684-5120
- Hillside Christian)Thurs 9-10:30am) 683-6577
- His Helping Hands (1st & 3rd Tues 4:30-6:30pm) 838-8528
- Juanita Alexander Food Pantry (1:30-4:30 Mon & Wed) 264-2400
- New Beginnings (1-3pm Wed) 267-6504
- Salvation Army (call for appt or mobile schedule) 263-2769
- Simple House (11am-1:15pm M, 9:30am-12:15pm Tues) ... 265-9653
- Westside Good Neighbor Center (8:30-11:30 Wed) 942-7349

Hot Meals/Sack Lunch/Dinner

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
5	1,2,5,7	1,5,6,7	1,5,7	1,3,5,7	1,5,7	4,5,8,9,10

1. Homeless Resource Center, 402 E. 2nd N..... 265-9371
Lunch tickets given 11-11:15am for homeless. Must have ticket to eat.
2. College Crest Church of Christ, 2615 N Wellsley686-1981
Lunch served 11:30 am – 1 pm.
3. Grant Chapel, 2750 N. Hillside685-2682
Temporary Closed—Lunch served 12 – 1 pm
4. First Presbyterian Church, 525 N. Broadway St263-0248
Breakfast served from 8-9:30am on 1st Saturday of the month
5. Lord’s Diner, 520 N. Broadway and 2825 S. Hillside 266-4966
Dinner served 5:30 pm – 7:30 pm Mobile locations call for details
6. Tabernacle Bible Church, 1817 N. Volutsia 681-3954
Lunch served 11:30 am – 12:45 pm
7. Breakthrough, 1010 N. Main. 269-4160
Breakfast served 8:15-9am Mon-Fri.
8. St. Paul Lutheran Church, 925 N. Waco 263-0810
Breakfast served 8-9:30 am (except 1st Sat of month)
9. College Hill United Methodist Church, 2930 E 1st St 683-4643
Breakfast served 9-11am 3rd Saturday of the month
10. B,B & B/Riverwalk Church of Christ, 225 N Waco619-6279
Lunch served at 11:30 am-1 pm – 4th Saturday of the month

Employment & Job Training

Wichita SG County Community Action Partnership 462-3775
Breakthrough 269-4160
Job Corps Outreach Center 771-6778
Next Step Alliance 677-1150
Senior Community Service Employment Prog 771-6750
Senior Employment (Senior Services, Inc. of Wichita) 267-1771
Wichita Workforce Center 771-6800
Women’s Network (employment services for women) 262-3960

Children & Youth

0-5 Early Childhood Programs 682-1853
Big Brothers/Big Sisters of Sedgwick County, Inc 263-3300
Boys & Girls Club of South Central Kansas, Inc. 687-5437
Boy Scouts of America (Quivira Council) 264-3386
CASA of Sedgwick County 866-2920
Child Advocacy Center 660-9494
Children’s Services – MHA 685-1821
Pando Initiative..... 973-5110
Connecting Point 267-3535
Girl Scouts of the Kansas Heartland. 684-6531
Girls & Boys Town National Hotline (800) 448-3000
4H Youth Program 660-0100
Healthy Babies – Sedgwick County Division of Health. 660-7433
Heartspring 634-8700
Kansas Children's Service League 942-4261
Kansas Society for Children with Challenges 262-4676
Parent HelpLine (800) 332-6378
Parents as Teachers 866-8043
Rainbows United, Inc. 267-5437
Saint Francis Ministries 831-0330
Dept for Children & Families (Abuse) (800) 922-5330
Wichita Children's Home 684-6581
Wichita’s Littlest Heroes 364-3354
WIC (Women, Infants, & Children) Program 660-7444
Wichita Area Sexual Assault Center (WASAC) 263-3002
YMCA..... 264-1610

Baby Items

A Better Choice 685-5757
Birthline, Inc. 265-0134

Community Services – UMOD	267-4201
Fresh Hope	425-0675
SAFE KIDS (car seats)	268-6760

Counseling & Mental Health

Center City (COMCARE Homeless Program)	660-7800
Center on Family Living, Friends University	295-5638
COMCARE of Sedgwick County	660-7540
Cana Counseling Services	263-6941
CRISIS INTERVENTION (Suicide Hotline)	660-7500 OR 988
Counseling and Mediation Center	269-2322
Breakthrough	269-4160
Family & Children Community Services--COMCARE.....	660-9600
HealthCore Clinic	691-0249
Higher Ground	262-2060
HopeNet, Inc	684-4673
Mental Health Association of South Central KS	685-1821
Psychology Clinic, Wichita State University	978-3212
KCSL Outpatient Mental Health - East	686-6671
Word of Life Counseling Center	677-7646

Medical

Embrace (STD testing)	945-9400
GraceMed Health Care Clinics (all locations).	866-2000
Guadalupe Clinic (St. Francis)	264-8974
Guadalupe Clinic-(Hillside)	201-1986
Harry Hynes Memorial Hospice	265-9441
Sedgwick County Division of Health	660-7300
KanCare Clearinghouse	(800)792-4884
KanCare Ombudsman	(855)643-8180
HealthCore Clinic	691-0249
Hunter Health	262-2415
KU Wichita Internal Medicine - Midtown	293-1840
KU Wichita Pediatrics	962-3100
Mayflower Clinic (uninsured only)	558-3991
Cairn Health (prescriptions/vision).....	683-7559
Medical Loan Closet of Wichita	779-8989
MERN (medical equipment, supplies, etc.)	942-6300
Project Access	688-0600
SCHD – Health Discount Cards	660-7673
Via Christi - Children’s Miracle Network	293-3528

Dental

GraceMed Dental Clinic	866-2000
HealthCore Clinic	691-0249
Hunter Health Dental Clinic	269-0677
SCHD – Health Discount Cards	660-7673

Alcohol & Drug Services

Mental Health Assoc – Addictions Treatment	652-2590
Al-Anon/Alateen.....	266-8499
Alcoholic’s Anonymous (AA)	684-3661
COMCARE Addiction Treatment Services	660-7877
HealthCore Clinic	691-0249
Higher Ground	262-2060
Miracles, Inc.	303-9520
Narcotics Anonymous (NA)	855-732-4673
Options Adult Services/Detox Center (Men)	265-6011
Pathways, Mental Health Association	685-1821
Restoration / Knox Center, Inc.	265-8511
Substance Abuse Center of Kansas	267-3825
Wichita Fellowship Club	265-9348
Women’s Recovery Center	262-0505

Debt, Credit, & Budget Counseling

Consumer Credit Counseling	265-2000
Unemployment Benefits	383-9947

Housing

Affordable Housing – H.O.P.E., Inc	618-8652
City of Wichita Housing Services Dept. – Section 8	462-3700
Habitat for Humanity, Inc.	269-0755
Housing Services, HumanKind Ministries	201-4107
Mennonite Housing Rehabilitation Services Inc.	942-4848
Residential Services – MHA	685-1821
Weatherization Assistance Program	262-7035
Woman to Woman (female ex-offenders)	807-3172

COBRA—Consolidated Omnibus Budget Reconciliation Act

The Consolidated Omnibus Budget Reconciliation Act (COBRA) health benefit provisions amend the Employee Retirement Income Security Act, the Internal Revenue Code and the Public Health Service Act to require group health plans to provide a temporary continuation of group health coverage that otherwise might be

terminated.

COBRA is a federal law. One aspect of this law affords striking workers the opportunity to continue their health plan coverage when they are on strike. COBRA National Service Center will send a letter of notification to each and every striker giving him or her a 60-day notice. Although the following information is related to a strike situation COBRA is also available to anyone leaving a company to pursue other interests.

Provisions of COBRA—See Page 27—Q. *Can the company cancel our group medical coverage if I go on strike?*

Discount Programs

Union Plus Benefits - Phone: 800-472-2005

www.unionplus.org//hardship-help/strike-benefits

Save My Home Hotline -- Call **866-490-5361** if you're facing financial problems and are at risk of missing a mortgage payment.

Mortgage Assistance Program

Offers interest-free loans to cover payments on Union Plus Mortgages for up to six months and covers payments during long-term strikes. Call 800-472-2005, extension 840.

Lifeline Trust Benefit:

Union members losing income due to a recent illness or disability have access to financial help through the Union Plus Credit Card. Members can get a one-time grant ranging from \$500-\$2,000.

Union Plus Health Savings -- Including discounts on prescriptions, vision care, dental care and more. **Call 877-570-4845.**

Strike and Layoff Help!

If laid off or on strike, Union members with a Union Plus credit card or Personal loan can contact a specialist who will work to find the best options to help them stay afloat economically. Insurance and Education loans are waived.

Free Legal Service Help For Union Members and their Families.

- * Free Consultation up to 30 minutes
- * Free simple documentation review
- * Free simple follow up letter or phone call
- * 30% discount of lawyer's hourly rates and flat fees
- * No Enrollment charge or annual fee

* More than 2,000 law offices nationwide

For legal issues related to your strike, contact your national or local union. For other legal matters, you have access to a free 30-minute legal consultation and 30% discount on other legal services.

Workman's Compensation Legal Help

Call Tom E. Hammond at **316-262-6800**.

Other Important Contacts

EBS, Inc (*Machinists Custom Choices Worksite Benefit Program*) - Call Toll-Free at **1-888-521-2900**

Machinists Advantage Partnership Program www.d70mapp.com

District Lodge 70 - **316-522-1591** or Toll free **1-800-994-2629**

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TOGETHER - WE'RE UNSTOPPABLE



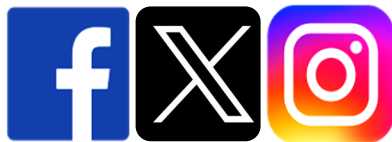
At the core, labor unions (we) are working men and women, unified as one force.

Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers.

We rise up together for the greater good. We defend one another like family.

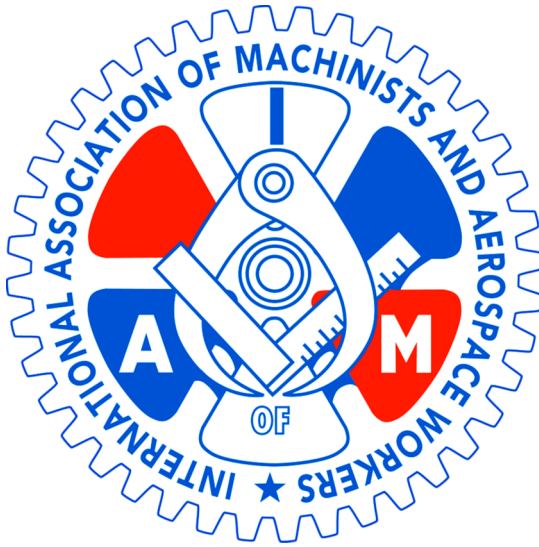
~Sue Carney

Stay Connected, Be Involved, & Influence Others



Facebook@ICT774
Twitter@IAMLL774
Instagram@IAMLL774
Webpage@LL774.org

International Association of Machinists
and Aerospace Workers



Southern Territory
District Lodge No. 70
Local Lodge No. 774



WE (the Union) stand together to bargain with our employer for better pay, safer working conditions, and other benefits.

BUILDING WORLD-CLASS AIRCRAFT



C O N T R A C T



DESERVES WORLD-CLASS COMPENSATION

2024

Textron Aviation Inc.



**WE
DESERVE
WORLD-CLASS
COMPENSATION**

Our Collective Bargaining Agreement with Textron Aviation Expires September 22, 2024