

## NAATS HQ E-Mail Update March 27, 2006

### NAATS WINS QUICK NLRB ELECTION

In exchange for a probable NLRB victory **three years from now**, NAATS has won the right for all of Lockheed Martin's Flight Service Specialists to vote in an NLRB-conducted, secret, mail-ballot election **three months** from now to determine if they want a union. And if they vote, YES, Lockheed has agreed to recognize and negotiate a contract with NAATS promptly thereafter, rather than three years from now. As a consequence, the trial that was to have taken place this week has been postponed until after the election; and if the NLRB decides that the election was "free and fair," it will be cancelled altogether. This settlement empowers and puts our Flight Service Specialists in control of their destiny at Lockheed Martin.

The problem that we faced pursuing a lawsuit against Lockheed Martin before the NLRB was that Lockheed had vowed to pursue and exhaust every avenue of appeal afforded by law. Thus, even if NAATS had won, several months from now, a favorable decision from the judge who was scheduled to hear our unfair labor practice charge this week, Lockheed could have appealed that decision to the full, employer-friendly NLRB, and its decision could then have been appealed to a conservative U.S. Court of Appeals, and then to the Supreme Court – a process that would have taken years. And only after that process had run its course would Lockheed have been required by law to recognize and bargain with NAATS on behalf of its AFSS Specialists.

The settlement we negotiated with Lockheed (posted on this website) guarantees that Lockheed will recognize NAATS and sit down and negotiate a collective bargaining agreement covering its employees in a matter of months if they choose to have the workplace protection of a union, rather than continuing to be "at-will" employees, working at Lockheed's mercy, and only when, where, and for how much Lockheed says. Not only would a union contract lock in the wages and benefits of our AFSS Specialists, it would guarantee them fair treatment in a host of ways, including workplace schedules, as well as a grievance/arbitration process to protect against unjust discipline and/or termination.

The settlement forbids Lockheed from discriminating against anyone because of his or her decision to VOTE UNION; indeed, Lockheed is forbidden to threaten, or just interfere with the right of, any and every AFSS Specialist to advocate over the coming months, or just to SUPPORT UNIONIZATION. If Lockheed were to threaten or discriminate against our people in the coming months and thereby undermine the "free and fair" attributes of the election, the NLRB will not certify the outcome and will reschedule the trial against Lockheed Martin based on NAATS' ULP charges.

No doubt, this Update and the accompanying Global Settlement Agreement will prompt many questions. Please forward them to us. We will endeavor to answer them promptly *and* to furnish you in the coming weeks with useful knowledge and counsel about your rights in this election setting, and how to protect and secure them. Please also let us know if you would be willing to pitch in and help to secure the protection of a union for your fellow employees.

We are proud of this Settlement and excited by the prospects that the coming months hold in store.

Kate Breen