

NAATS HQ E-Mail Update Vol. 5 #30

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The second round of Lockheed Martin visits begin next week and, as I am writing this Update, Lockheed Martin and the FAA are changing the rules in a manner that could seriously prejudice the rights of those who get caught off-guard. Thus, while we were previously told that we had until July 1st to accept job offers, it now appears that those employees who filled out the paperwork must accept or decline at these visits, or forever hold your peace. During your scheduled visits, beginning next Monday, May 16th -- if you applied for a job and fail to show up it will be taken as a declination and you will go back to Square One, having to apply as a "new hire." Ultimately, each of us must make our own personal decision. In doing so, however, you should know that you can always accept the job offer in the coming days, and simply not show up on October 4th if your circumstances or understanding of your new job should change between now and then. By accepting now, of course, you may lose 8 hours of career transition time; but if you decline (or not show up), you'll lose all hours of career transition time, further access to career transition assistance, and your ROFR.

In the meantime, Scott Malon is working with legal counsel to assess possible courses of action to restore the rights we were led to believe we would have prior to the unilateral "change of plan" imposed on us this week. The problem we face is that while the FAA, as your current employer, is required to negotiate solutions and resolve disputes with your Union, Lockheed Martin is not. Until Lockheed Martin officially becomes your employer in October, they have no obligation to work with us to iron out inequities or to adopt and implement fair procedures. At the moment, they have the luxury of being able to say, "either do it our way, or there's the door." You can facilitate that outcome by getting in a lockstep with your fellow employees and sending Lockheed the message that you do not intend to become an "at-will" employee who is un-represented, and totally at its mercy, come next October.

While NAATS has formally, and informally, requested Lockheed to meet with us in the hope of smoothing out the bumps in the transition road, Lockheed (and even some FAA) officials have claimed that they cannot even talk to us as long as our protest to the A-76 process is pending. We think this is pure horse pucky. The FAA has a responsibility to ensure the entire A-76 process and transition is conducted in a fair and equitable manner in accordance with all directives and contracts to include our entitlements around the ROFR.

Kate Breen