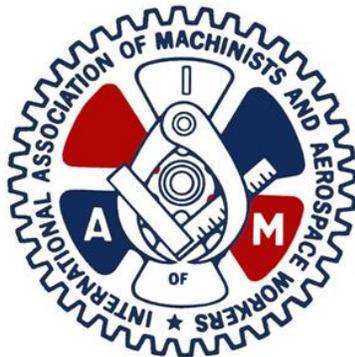


THE
HISTORY

OF

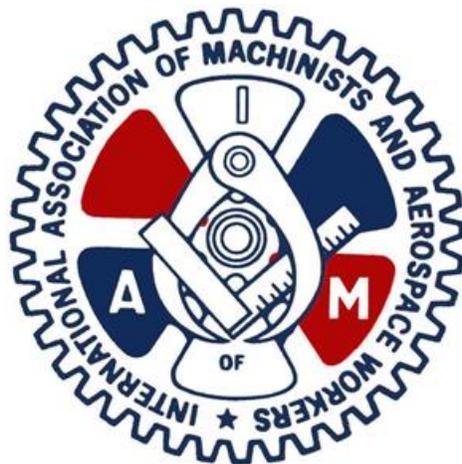
IAM

SMOKEATERS LODGE 898



Introduction

The history of Smoke-Eaters Lodge 898 is a story of how a group of determined workers banded together to create a better life for themselves and their families and the community in which Vance Air Force Base is located. The fight to form a union took place over many years and was triggered by the lack of a voice at work which could protect employees from arbitrary treatment by their employer. This struggle resulted in better wages, improved working conditions, good benefits and the ability for the union members to have representation when dealing with management at Vance.



The Origins of IAM Local Lodge 898

In 1960, the employees at Vance Air Force Base in Enid, Oklahoma began the process that eventually led to the formation of Local Lodge 898.

These activities culminated in a National Labor Relations Board (NLRB) election among the employees in the Fire and Rescue Department on May 6, 1964. The pro-union supporters won the election and the International Association of Machinists was certified by the NLRB as the bargaining agent for 80 members in the Fire Department. Smoke-Eaters Local Lodge 898 was officially chartered on May 27, 1964.



During the period leading up to the election, the employer Serv-Air, Inc., according to the NLRB, committed several acts which were a violation of labor law. These actions changed the conditions under which the firemen worked and were not discussed with the union prior to implementation. The actions included changing the time-off policy; unilaterally altering night watch assignments; and changing the existing lunch hours of firefighters at Kegelman and Perry Fields without consulting the union.

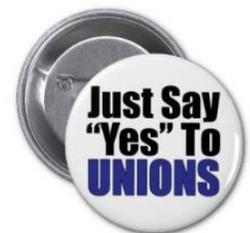


Throughout this period, employees across the base increased the pace of their organizing efforts. These efforts included holding organizing meetings, soliciting employees to support forming a union, and additional organizers were recruited from the ranks of the employees. Steward's badges were issued to union supporters who circulated throughout the base encouraging their co-workers to sign union cards.



In response to this activity, Serv-Air management terminated two union activists. Some union members responded to this action by clocking out and going home. As these activities developed, the firemen, who were attempting to negotiate their first contract, also walked out on September 14, 1964. Eventually all the firemen returned to work on September 18, 1964, however, they were never able to get their employer to agree to a first contract.

As the pace of the organizing effort increased across the base, union supporters began wearing a variety of buttons to show their support for the union. In response, Serv-Air announced that employees could wear only one button supporting the union or one button against the organizing drive. Management also terminated many employees for wearing several buttons and laid off several others without regard for their seniority.



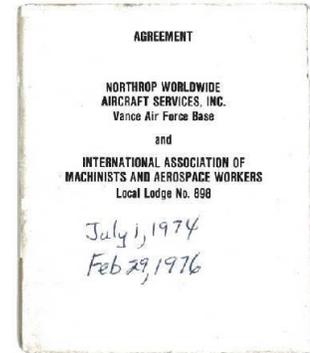
Throughout this period, the union supporters filed several unfair labor practices charges with the NLRB. The NLRB's Trail Examiner conducted a hearing in Enid on January 12, 1965. As a result of the testimony at the hearing, the NLRB ruled that the employer refused to bargain in good faith with the union and interfered with, restrained, and coerced its employees in violation of the law. In addition, Serv-Air was required to post a notice agreeing to no longer violate labor law, not threaten its employees with discharge for supporting the union, not prevent employees from wearing union insignia, and reinstate terminated employees and make them whole.



The organizing efforts continued for several years until the pro-union forces won a certification election in 1972. Local Lodge 898 was then certified in 1973 by the NLRB as the official bargaining agent for the employees at Vance.

The First Labor Agreement

The first labor agreement went into effect on July 1, 1974 and expired on February 29, 1976. The employer at the time was Northrop Worldwide Aircraft Services, Inc. The contract stated that seniority would be used for promoting employees if other factors were substantially equal. In addition, the contract guaranteed that, if a layoff was necessary, the least senior members would be laid off first and recalled in reverse order in which they were laid off.



This first contract also provided for an eight hour work day, a 40 hour work week; overtime pay at the rate of 1½ times the regular rate of pay; overtime would be equalized within each overtime group; employees would enjoy 10 holidays a year; a grievance procedure including arbitration was established as well; vacations were to be accrued at the rate of 6.6667 hours per month of employment except for firemen who earned 8 hours per month; sick leave was also accumulated at the rate of 6.6667 hours per month; 14 stewards were guaranteed in the contract; 11 job classifications were defined with wages ranging from a minimum of \$2.20 to a maximum of \$5.20; effective July 1, 1975 the minimum and maximum wage ranges were increased by \$.25 per hour. All union members received an increase in their wages.

This first contract was 68 pages long. The company rules were included in the appendices as were the labor grades and job codes, the lines of progression by classification, and job descriptions for all employees. Over the years, since ratifying that first contract, members of Local Lodge 898 have consistently improved their wages and benefits as they ratified collective bargaining agreements.

The Second Contract

The second contract between LL 898 and Northrop went into effect on March 1, 1976 and expired on June 29, 1980. A significant improvement in this contract was the inclusion of the union shop clause. This clause provided that all bargaining unit employees would become members of the union by April 30, 1976 and remain members in good standing as a condition of employment. All new hires would join the union within 90 days after their date of employment. The employer also agreed to a check-off of union dues, initiation fees, and assessments for all employees covered by the agreement. By the end of this contract, all the minimum and maximum wage rates had increased significantly.



Bargaining Highlights

In subsequent contracts, wages were improved in each round of bargaining. Other improvements were made including a successorship clause in the contract which



was negotiated in 1989. Under this clause, the terms of agreement and benefits, including sick leave, are binding on any successor contractor or successor employer. In the 1994 negotiations, a separate section was included for the firefighters.

In many subsequent bargaining rounds wages were increased by percentages as well. By the completion of negotiations in 2012, the minimum wage had risen to \$13.79 while the maximum was \$37.59.

Other benefits and improvements were negotiated as well. If union members move from one contractor to another they take their banked sick leave with them as they do their seniority and all benefits as well. Over the years the union has negotiated classification upgrades for many members.

The IAM's National Pension Plan was included in the contract which was effective on February 21, 2000. The employer agreed to contribute 40 hours a week up to 2080 hours per year at the rate of 60 cents per hour at the start and 70 cents per hour on January 1, 2002. Pension improvements were negotiated in subsequent contracts. The contract which was negotiated in 2012 included the IAM's medical, dental, and vision plans.

Under the bargaining agreement, union members may exercise their seniority to bid for open jobs which have a higher classification or for ones with a lower classification or they can bid laterally for an open job they would like to have.

In 2001, DynCorp Technical Services and Trend Western Technical Corporation took over the contract at Vance. A transition agreement was agreed to which secured the wages and benefits for the union members.

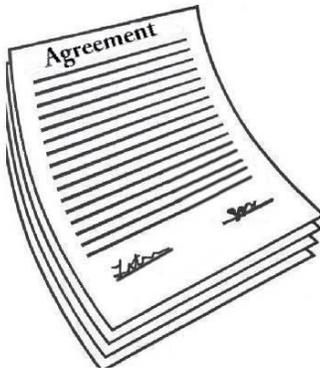
Additional Agreements

Over the years, Local Lodge 898 has also organized and bargained contracts with several other employers in the Enid area. These include four additional collective bargaining agreements with service contractors at Vance which are: Flight Safety Services T-38 Simulator maintenance employees; Flight Safety Services



JPAIS Simulator Maintenance Contract; an L3 Communications Contract for the T-1 Simulator Maintenance; a Northrop contract in the Simulator on the TIMS system; and the Oxbow Coke Calcining Plant in Kremlin, OK.

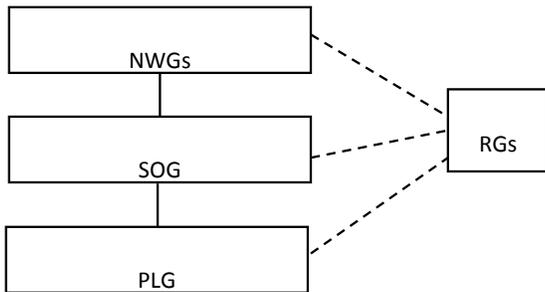
The HPWO Partnership



In a signing ceremony on August 3, 2004, Labor and Management at Vance signed a partnership agreement which committed them to implement an HPWO Partnership which would benefit the companies, the union, the employees, the Air Force and the community of Enid. The audience was also invited to sign the agreement which many did. The partnership's focus on shared decision-making would enable the base to meet or exceed the expectations of the Air Force.

The goals of this partnership are to increase operational efficiency, grow the workforce, educate and train employees, increase company profitability, and provide for the enhancement of wages, benefits, and secure employment for all who participate. This agreement was signed by Local Lodge leaders, International Union Officials, including IAM International President, Tom Buffenbarger, local managers at the base, and their corporate counterparts.

In order to support the implementation of the HPWO Partnership, Labor and Management agreed that the union would select two bargaining unit employees in good standing to serve as HPWO Coordinators. One Coordinator would represent Aircraft Maintenance and one would represent the remaining areas of Base Maintenance. The HPWO Coordinators were empowered to promote, support the introduction, acceptance, and implementation of the HPWO process. Both the Partnership Agreement and the language agreeing to select two HPWO Coordinators were added to the collective bargaining agreement.

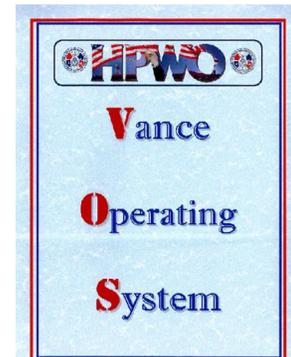


The Partners also agreed to establish Natural Work Groups for the purpose of implementing and monitoring the partnership within the framework of the IAM's High Performance Work Organization. Labor and Management agreed that ideas and initiatives by the employees would not result in a loss of

employment or reduced pay and benefits for any full-time or part-time employees. It was also agreed that the Partners would look for education and training opportunities and work that continues to utilize the talents of all employees.

Partnership Recommitment

On May 21, 2012, a recommitment ceremony was held at the base during which Labor and Management agreed to move ahead and continue the base-wide implementation of the partnership. IAM International President Tom Buffenbarger again attended the ceremony and signed the recommitment, along with his corporate and military counterparts. In addition, a Vance Operating System (VOS) document was created which contained the key partnership documents, a graphic which displayed the partnership structure and illustrated how each section of the base would work together to make decisions jointly. The Partnership helped Vance survive the Base Realignment and Closure (BRAC) process where the government evaluated and then closed several bases in the United States. In fact, around 200 Vance employees attended a BRAC hearing in Oklahoma to explain why Vance should remain open.



The 2009 Strike



Labor and Management were unable to agree to a new contract in the 2009 bargaining sessions. Management wanted to change dramatically the seniority system which had been in place for years; they proposed a rigid attendance policy; and called for a major increase in the cost of health insurance and offered a lower quality plan. In addition, management was quoted as saying that “dirt farmers would never strike” which was a sign of the lack of respect for all union members. The resulting strike vote was 95% in favor of walking out. The strike lasted two weeks and 99% of the members of the bargaining unit honored the picket line. Throughout the strike, LL 898 members enjoyed strong support from the Enid community. Ultimately, the membership ratified an agreement which protected seniority and preserved good health and welfare benefits for the unionized employees.

Community Activities

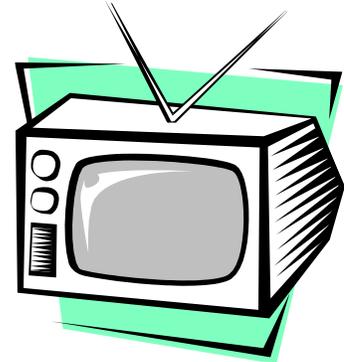
Throughout its history, the members of LL 898 have participated in a variety of community activities which have helped the residents of Enid in many different ways. These activities including sponsoring Little League Baseball Teams, girls softball, youth football, blood drives, food bank donations, a children’s Christmas party, high school programs, working with local churches and many more. Partly as a result of these activities, during the strike in 2009, many community organizations donated food and vouchers to the strikers to show their support for their fight to get a good contract.



Television Show

For over three years, LL 898 hosted a television show, called Today's Unions, on the public channel on Enid Cable TV. The show focused on workers legal rights, workers compensation, legislative activity that could impact union members, etc.

The 30 minute taped programs were shown 8 times a month at 3:00 p.m. and 8:00 p.m. The staff hosted three programs which explained the IAM Pension Plan to the audience. These shows built support for including the IAM Pension in the upcoming round of negotiations.



Union Hall

In 1983, LL 898 purchased a union hall in Enid that had earlier been the property of the Oil Chemical and Atomic Workers union which had suffered membership declines because of plant closings. The hall has hosted many different meetings and activities over the years and remains an important gathering place for the members of LL 898. The union hall is also the office for the Union's Business Representative and the office secretary, based in Enid.

New Contractor

It is particularly important that union members have a voice at work in the Service Contract arena, where the military contract is often rebid and a new contractor may win all or part of the work. When this happens, a transition to the new contractor takes place. Over the years, this transition has happened many times at Vance.



During this transition, Local Lodge 898 has represented the workers at the base who maintain services on the flight line, the fire station, training, information technology and safety. In this way, the workers at the base continue to provide a wide variety of services for the Air Force pilots who take their flight training at Vance Air Force Base.

Most recently PAE, a provider of global mission services, purchased CSC's Applied Technology Division which includes Vance Air Force Base. PAE employs approximately 10,000 people in over 60 countries and provides training, logistics, and operations and maintenance services for customers around the world.

Conclusion

The history of the origins and development of Local Lodge 898 illustrates how a union improves the lives of its members. The drive to form a union meant that power was equalized with management at the workplace and that union members would have a voice at work. In addition to negotiating better wages and benefits and putting language in the contract to protect the members' bidding rights and job and union security, the Local Lodge played the key role in providing for due process at work. The members cannot be disciplined without just cause and are ensured that they will receive fair treatment at the workplace.

