

LOCAL 8888

BULLHORN

Issue #3

Bargaining News on the Yard

August, 2008

PART 2: BARGAINING BOOT CAMP

RATIFYING YOUR NEW CONTRACT IS JUST THE BEGINNING

Our Leadership and Expertise at the Bargaining Table

You can be sure that your negotiators are well-prepared to go toe-to-toe with Northrop Grumman's representatives. Our International Union has put 100% of its muscle behind our cause and our negotiating team, headed by Local 8888 President Alton Glass. United Steelworkers International Vice President for Human Affairs, Fred Redmond, is spearheading our negotiating strategy and preparation. Brother Redmond's credentials are second to none in this union, and he is widely respected throughout the labor movement. The International Union also has assigned experts in research, pensions, health care, organizing and communications who can match or exceed whatever the company brings to the table.

Ratifying a New Contract

If your negotiators and the company's representatives do reach a **tentative agreement**, it will be presented and fully explained to you and the entire Local 8888 membership. This will be done verbally, at a well-publicized membership meeting and in writing, with a summary of the new agreement highlighting the most important improvements or changes. There will be plenty of time for discussion and for members to ask questions of the Local 8888 negotiations committee and our chief negotiator, Fred Redmond.

Secret Ballot Voting

Once members' concerns have been adequately addressed, a new collective bargaining agreement will be put before eligible Local 8888 members in a **secret ballot vote**. The voting will be conducted by the Local 8888 Elections Committee at or near the union's temporary office -- the Hause Building, 9286 Warwick Blvd., Newport News, Virginia. Each dues-paying member will have the privacy to vote "yes" or "no" on the proposed contract.

Educating Members About the New Agreement

Remember, neither side gets all of what it wants in negotiations. Even winning the best contract possible won't mean a thing if you and all members don't understand what it means in the shipyard, or when you retire, or when a family member needs medical attention. Therefore, the union will follow-up negotiations by training Local 8888 officers, stewards, department reps and activists to understand the changes and highlights of the new contract.

You will learn more about the new agreement in *The Voyager* and at future membership meetings. The new collective bargaining agreement also will be distributed to every member.

Your Responsibility

Just like you got to know how to do your job well, you also have to step up and be responsible for knowing the scope and limits of your rights in the new contract. That's the first, most important step we can take to hold managers accountable and enforce the contract 100%. So read, ask questions, learn. Don't cheat on yourself.

USING PRESSURE POINTS TO MAKE OUR POINT

Bargaining strength determines who wins and what is won in negotiations. One of our most potent weapons is **pressure**. When we stay informed with the **truth**, not false rumors, we apply **pressure**. When we attend rallies or special events to show we support our negotiators, we apply more **pressure**. When we get our message out into the community or on the airwaves, we tap another key **pressure point**. This is how we let the company know that we are serious about our bargaining proposals.

Membership Involvement -- Look in Your Mirror

Please don't believe the hype: your negotiations committee cannot deliver a great contract if you choose not to get involved. Only a motivated, informed, active union can win the contract you desire and deserve. And that starts with YOU.

IT'S TIME TO POWER UP!

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**Let's Make Some Noise! ...A Preview of the
Steelworkers Rally August 15th**