



International Association of Machinists & Aerospace Workers

DEFENSE SPENDING: NATIONAL SECURITY AND JOB CREATION

Robust U.S. defense spending is not only necessary to ensure the sovereignty and safety of our nation, but also creates hundreds of thousands of jobs and is the very backbone of the United States manufacturing sector.

Record levels of defense spending in recent years have certainly helped improve our military readiness and capability while at the same time creating high quality, union jobs in the defense industry. However, additional defense spending is needed to protect against emerging threats, ensure our national security and retain our nation's position as the leader in promoting global security. It is the IAM's firm position that lawmakers must work past arbitrary budget caps, eliminate the threat of budget sequestration, and spend appropriately on national defense to ensure that our military men and women have the tools need to do their job safely and effectively.

As the largest defense and aerospace union in North America, we strongly support the following defense programs:

F-35 Joint Strike Fighter

The F-35 Joint Strike Fighter is our nation's only 5th Generation stealth aircraft currently in production and is the key to future U.S. air superiority. In order to restore planned production rates, maintain cost savings, and ensure future air dominance the F-35 program requires robust and consistent funding from Congress. As global threats continue to rise, it is critical that the United States continue to invest in F-35 modernization, sustainment and ramp up to full production rate. For these reasons, **the Machinists Union urges Congress to support robust funding for the program and oppose any amendments to cut aircraft quantities or other program funding.**

C-130 Strategic Airlift

The U.S. must maintain its strategic airlift capability through continued production of the C-130J Hercules. The C-130J is the most modern military tactical transport in service today. For the first time in program history, there are no C-130s in the DoD budget request for Fiscal Year 2025. **The Machinists Union strongly supports Congress to add funding for 8-16 Air National Guard (ANG)/ Air Force Reserve (AFR) C-130J aircraft, add 3-5 Navy Reserve (USNR) KC-130J, and add 2 KC-130Js for USMC operational aircraft losses.**

F-15EX Eagle

The F-15EX program provides an immediate opportunity for the Air Force to address capacity and readiness issues in its current fighter fleet. In recent years, some in government have advocated for reducing procurement of these highly capable jets. For the sake of military efficiency and effectiveness, we strongly believe this tact would be highly imprudent. **The Machinists Union strongly supports robust funding for the procurement of at least 24 F-15EX in FY 2025 and 2026.**



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CONGRESS MUST PROTECT THE RIGHT TO ORGANIZE

Position: Workers were given the right to organize and collectively bargain in 1935 under the National Labor Relations Act, but workers have had to fight for what has been rightfully theirs under the law. The Richard L. Trumka Protecting the Right to Organize (PRO) Act (H.R. 20/ S. 567) strengthens protections for employees that engage in collective action and facilitates a process where workers and management can reach a first agreement in a reasonable amount of time, plus provides for penalties for employers who break the law.

The PRO Act is a significant piece of bi-partisan legislation this 118th Congress that strengthens federal laws that protect workers' right to organize a union and bargain for higher wages and better benefits. It was introduced this 118th Congress by House Education and the Workforce Committee Ranking Member Bobby Scott (D-VA) and Senate HELP Committee Chairman Bernie Sanders (I-VT).

This bill would prohibit employers from permanently replacing employees who strike and removes limitations on secondary strikes. Strikes are always the last resort for workers who want to improve wages and working conditions, and allowing employees to participate in secondary strikes returns their First Amendment rights back to workers.

To ensure fairness in union elections, the bill would remedy election interference. Once the union files a petition for an election, the National Labor Relations Board (NLRB) would streamline the election process by setting time limits. After an election is held and employees vote in a new union, the NLRB would issue an order **requiring** the company to bargain with the union.

The PRO Act also strengthens remedies and enforcements for employees seeking to exercise their rights at work. There are civil penalties of up to \$500 per violation against an employer who violates the posting requirements or fails to produce a voter eligibility list on time. If an employer commits a violation that results in serious economic harm to an employee, the employer may be penalized up to \$50,000.

When it comes to representation and collective bargaining, right to work laws have hindered unions in an attempt to have all employees pay their fair share. The NLRA allows that under a collective bargaining agreement, a fair-share fee may be assessed to cover the costs of bargaining and representation. The PRO Act **requires** the employee to pay their fair share, regardless of state laws.

The PRO Act is a bill that is long overdue and grants unions their rights under the law as intended by the original NLRA. The Machinists Union fully supports the PRO Act and urges all members of the House and Senate to vote "YES" for this bill.