



AEROSPACE PROFESSIONAL STAFF ASSOCIATION

Representing Aerospace's non-supervisory MTS since 1974
P. O. Box 248, Hawthorne, CA 90251-0248
apsatalk.org

Join APSA and Strengthen Your Career!

We invite you to join the Aerospace Professional Staff Association (APSA), the organization representing non-supervisory Members of the Technical Staff (MTS) at The Aerospace Corp. APSA negotiates critical agreements that ensure fair working conditions, like "just cause" employment which protects Aerospace employees from being fired arbitrarily or without proper justification.

Founded in 1974, APSA has been instrumental in improving salaries, benefits, and work environments while creating a more productive and stable workforce. We need your support!

By joining APSA, you'll receive key updates, salary stats, and have a voice in our negotiations. Plus, APSA members have a higher chance of advancing into management roles!

For events and more information visit apsatalk.org. Feel free to contact me at (310) 336-0159. Let's work together to make Aerospace an even better place!



Mark M. Simpson
President

APSA MEMBERSHIP APPLICATION AND DUES DEDUCTION - AUTHORIZATION AND ASSIGNMENT

TO THE AEROSPACE PROFESSIONAL STAFF ASSOCIATION (APSA)

- I do hereby apply for membership in APSA and agree to pay dues as voted by the membership (\$3.25/week).

TO THE AEROSPACE CORPORATION (Herein called the Corporation)

- The Corporation is authorized to:
 - Deduct from my salary the amount certified by APSA as the weekly portion of its annual membership dues.
 - Remit the deducted amount to the APSA Treasurer.
- This authorization may be revoked with written notice to APSA, which will forward it to the Corporation. The Corporation has up to four weeks to process the revocation after receiving the notice.
- This authorization revokes any prior authorization.

Last Name	First Name	Middle init.	Employee Number
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Signed: _____ Date: _____

To join APSA, please complete this form and return it to an APSA representative. You may also mail in this form to:
Attn: Richard Mahoney, APSA Treasurer at M4/933, or by U. S. mail to the address above. No cash is required.
Dues for full-time employees are \$3.25/week or \$169/year. Dues for part-time employees are half the full-time amount,
which APSA collects by direct billing.

Frequently Asked Questions

How does APSA membership help me?

APSA represents you:

- Ensures you're a "just cause" employee, not "at will," regardless of membership.
- Negotiates benefits like salaries, holidays, vacation, insurance, severance, pension, and medical plans.
- Bargains over Corporation actions affecting you, such as the "future-of-work," performance evaluations, telecommuting, remote work, and travel.
- Only APSA members vote on the contract.

APSA helps you:

- Offers workplace issue advice.
- Assists with grievances, including harassment.
- Evaluates for discrimination based on age, race, gender, etc.
- Provides regular updates via bulletins and the ApsaTalk.org website.
- Offers a free hour of consultation with a clearance attorney if needed.
- Only members receive the annual salary analysis.

Why become a dues-paying member of APSA if non-member MTS are also represented?

All non-supervisory MTS are part of the bargaining unit, represented equally by APSA.

However, dues-paying members enjoy so much more!

- Voting Rights: Only members can vote on contracts and decisions affecting your work.
- Stronger Influence: Paying members shape negotiations and policies.
- Exclusive Resources: Access to newsletters, salary analyses, and updates.
- Boosted Union Power: More members leads to bargaining power for stronger contracts.
- Legal Support: Dues fund legal representation and grievance processes.
- Investing in Your Future: Paying dues ensures a stronger, more effective union for all.

Non-members benefit, but paying members keep the union strong.

Does APSA benefit The Aerospace Corporation?

Yes! While APSA mainly advocates for employees, we offer key benefits to the Corporation:

- Attracting Top Talent: APSA helps make Aerospace more competitive in the job market.
- Better Relations: Unions structure ways to address worker concerns, fostering harmony.
- Increased Productivity: Clear agreements boost morale and productivity.
- Lower Turnover: Unions improve job satisfaction, reducing turnover and thus costs.
- Efficient Dispute Resolution: Formal processes cut down on strikes and legal issues.
- Predictability: Union contracts provide clear terms, helping long-term planning.
- Improved Safety: Unions improve safety standards, reducing accidents and thus costs.

What are some recent APSA successes?

- Higher Annual Pay: During 2024 pay raise negotiations, the Corporation initially proposed a 2.5% raise pool, but APSA, citing unusually high inflation, secured a 3.5% increase - an additional \$1,000 per \$100,000 salary for all non-supervisory MTS while making Aerospace more competitive in the job market.
- Boosted Retirement: APSA successfully advocated for higher 401K contributions, increasing total employer contribution by up to 25% to 50% for employees with over 5 and 25 years of service, respectively. This could add hundreds of thousands to retirement savings over an employee's career and helps Aerospace retain its most experienced employees.