



Air Transport District 143

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NW/DL ORGANIZING NEWS & INFO

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NW/DELTA MERGER HOTLINE: 1-800-392-6554

The hotline will be updated each Friday, and the message will be emailed and posted on the website at iam143.org.

The Game Clock Is Winding Down

Many pre-merger Delta employees are sitting on the "sidelines" waiting for the voting process to begin. They do not understand that they must get into "the game" and be a "player" for that to happen. They believe a vote will automatically take place. That strategy is flawed and simply wrong. It could end in defeat. Here is an example of the rules and the "game plan" needed to achieve victory:

1. The National Mediation Board (NMB) controls the election process. They determine whether merged airlines are operating as a single carrier for union representation election purposes as well as which craft and class is eligible to participate in such an election. The Board rules on who ultimately is eligible to vote. The NMB sets the guidelines and timetable for voting. The Company, Union and voting employees must adhere to the rules.
2. In order to have an election, there must be a minimum 35% showing of interest. The following is one example:

After a merger of two companies (one unionized and one not), some of the employees who work as ticket and reservation agents decide they want to be unionized. Combined, they total 100 employees; of that total, 15 are current union members and 85 are not. Under NMB rules, the 15 union employees are automatically included in the count towards 35%. They do not have to sign an A-Card (authorization card) petitioning the NMB to hold an election. Of the remaining 85 who are not union members, 20 would have to sign a card to get to the minimum 35% to file for an election; $(20 + 15 = 35)$. In this example, the number 35 also meets the minimal percentage required; $35 \text{ divided by } 100 \text{ equals } 35\%$. No union wants to file for an election with only the bare minimum. Employees can quit, retire or be terminated prior to filing as well as employers hiring more workers. Historically, employers try to add ineligible workers to the voting list to make it harder for unions to meet the 35%. The more A-Cards that are signed, the faster we get to an election. A-Cards are only valid 12 months from the date they were signed. Signing the card is a critical component towards achieving a victory.

We have come a long way, but it's the fourth quarter and the game clock is winding down. Let's cross the goal line together. While we have used sports metaphors to make our point, this is not a game. This is serious business. Your future and the future of your coworkers depend on winning union representation. Sign an A-Card today.

Remember, when the time comes, Vote Union, Vote IAM!

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