



Air Transport District 143

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NW/DL ORGANIZING NEWS & INFO

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Standing At The Crossroads

Some wise person once said, "Life happens between our best laid plans." No matter how wisely we may prepare for our future, no matter how comfortable or secure we think our present condition may be, "Life" often presents us with unforeseen events or situations that force us to decide upon which best course of action to take. *An unwise decision at a critical juncture in our lives can have a negative ripple effect for a very long time.*

This is exactly where a great number of Delta employees now find themselves in respect to the issue of union representation – standing at the crossroads. Making the correct choice will have a dramatic impact on their careers at Delta indefinitely. *Making the decision to sign an A-Card (authorization card requesting the NMB to hold a union representation election) and then casting a vote for the IAM when the election is held obviously leads you down a different road than if you did not.*

Deciding to vote for the IAM generates the ability to have an enforceable contract with ➤ language stating how and where you can use your seniority (locally and system wide); ➤ contract language that explains how you accrue sick and occupational injury time on a monthly basis, uncapped, as well as how you can use it; ➤ language on overtime, explaining when you get double-time and how overtime is distributed on an annual basis. ➤ A binding agreement that includes a grievance process to address unfair discipline or termination. ➤ A contract that has enforceable language ranging from subjects such as safety and health to jury duty.

Choosing a different road such as not voting for the union generates another dynamic where Delta gets to make all the rules; rules that can be changed at management's whim; rules, for the most part, that benefit corporate management and not the employees; rules that can be twisted and manipulated to discipline and terminate workers without recourse.

As you stand at this crossroad contemplating the union path, remember one simple fact. There are approximately 10,500 current union members who will be voting in this election. This number alone doesn't assure a union victory; but if Delta employees don't vote for a union now, with that many potential union votes being cast, chances are you may never have such an excellent opportunity again. There were no union members who voted in the two previous representation elections, which were unsuccessful. Choose your path wisely; and when the election comes ...

Vote Union ... Vote IAM!

IAM Air Transport District 143
2510 Lexington Ave S, St. Paul, MN 55120 * 651-688-2640 * Fax 651-688-7229
Email iamaw143@aol.com * Website <http://www.iam143.org/> * Hotline 1-800-392-6554

