



The Truth About The IAM At CommutAir

In response to considerable interest in union representation, expressed by a growing and significant number of Flight Attendants at CommutAir, the IAM has met with and is assisting an in-house committee in their goal of securing your right to collectively bargain over the terms and conditions of your employment.

What does this mean to you? Currently all flight attendants at CommutAir are “at will” employees. This means CommutAir unilaterally sets the terms and conditions under which you work. They decide how much you are paid. Where you’re based, what the terms of your vacation, holiday and sick leave are. It also, perhaps more importantly, means CommutAir reserves the right to terminate your employment at any time, for any reason or for no reason at all. “At Will” employees have no recourse to such unjust termination and no real input into wages, benefits and other working conditions.

What can the IAM do for you? With an IAM contract you will not only have a negotiated agreement with guaranteed and defined wage rates, benefits and working conditions, you will also have a voice and a vote in what those terms and conditions are. You will also be protected from unjust, arbitrary and unreasonable treatment, including wrongful termination, with a formal grievance procedure that will provide for arbitration to resolve any such issues. None of which can be changed without the approval of you and the CommutAir membership. Professional IAM negotiators, with support and assistance from our Legal and Strategic Research Departments, will work with you to craft the terms and conditions you desire and negotiate for them with CommutAir.

Sounds expensive right? Wrong, the IAM has waived the New Member initiation fee for all CommutAir Flight Attendants employed at the time of contract ratification. Secondly, the IAM has waived the payment of dues, waived not deferred, until such time as a contract has been negotiated and ratified by your group. It doesn’t cost to belong to the IAM it pays!

How do we get there? The Railway Labor Act, which governs employer/employee relations in the air and rail industries, requires that a process be followed, that process in summary is as follows;

Employees of a specific class or craft of employees (Flight Attendants) demonstrate interest in being represented for purposes of collective bargaining and file a petition with the National Mediation Board (NMB). The NMB reviews the petition, examines the facts

and orders an election. Voting is conducted via Telephone Electronic Voting, with an option to vote via the internet. Providing sufficient votes are cast the union is certified to represent the group for purposes of collective bargaining. The union serves notice on the carrier of its desire to negotiate the terms and conditions of employment and negotiations begin shortly thereafter. Remember negotiations start from where you are, the law provides what is called a status quo provision, which requires terms and condition in place remain unchanged until negotiations have concluded.

What's the first step? Authorization cards (a-cards) basically serve two purposes; first and foremost, under the rules of the National Mediation Board (the government agency charged with overseeing representation issues under the Railway Labor Act) a petition for a representation election must be accompanied by a showing of interest. That showing of interest is demonstrated by signed, dated a-cards and a petition must be accompanied by signed and dated a-cards from at least 35% of the group. No a-cards, no election, no vote, no choice, it's that simple. A-cards are collected because under the law the rules require them, there is nothing nefarious about it. Additionally, fully completing the a-card allows us to communicate with you, to help ensure you can make an informed choice come election time. Certainly, your employer would prefer a completely one-sided debate, all their side.