

# Continental Flight Attendant Merger Survival Handbook



The International Association of Machinists  
and Aerospace workers

Representing Continental Airlines

Flight Attendants

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## Table of Contents

Introduction .....	2
National Mediation Board Voting Rules .....	3
Integrating Seniority Lists .....	4
The Members' Role During the Merger Process .....	5
Coping with the Pressures of Mergers .....	5
Frequently Asked Questions and Answers .....	7
Negotiations for a Combined Agreement .....	10
Rumors Vs. Truth - TWA Flight Attendants .....	11
Representational History of Continental Flight Attendants .....	13
Structure of the IAM .....	16
Training IAM Representatives .....	17
Importance of Wearing a Union Pin .....	18
Make Sure the IAM Has Your Correct Contact Information .....	19
Terminology Differences Between UAL and CAL Contracts: .....	20
Important Websites: .....	Back Cover

## Introduction

In our last booklet, we explained what happens during negotiations. Since then Continental announced a merger with United. This has created a certain amount of anxiety and concern over how the process works and what the impact will be to each of us.

In this handbook we will explain what will happen during the merger. We will also talk about your role during the merger, what you - as a member - can do to help. There is also a section in the Handbook to help you cope with the rumors, pressures and anxiety that we may all experience during this time. There is a special section on frequently asked questions and answers that may surface during the merger.

Your District Chairpersons, Grievance Committees, Negotiating Committee and Local Lodge Executive Boards hope this Handbook will help answer some of your questions, help you to remain strong and help you to support each other for the good of all the flight attendants.

In Solidarity,

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President and Directing General Chairperson – DL 142

**Brent Thompson**

General Chairperson EWR, Flight Attendant – EWR

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## NATIONAL MEDIATION BOARD (NMB) VOTING RULES



The NMB has the authority to resolve representational disputes among employees arising from a merger involving an airline covered by the Railway Labor Act (RLA). Both Continental and United Airlines were required to notify the NMB of their intention to merge and that the merger transaction was completed.

Any union that represents employees at CAL or UAL can apply to the NMB for a single carrier ruling when they feel the NMB's criteria has been met for

representational purposes. Neither CAL nor UAL, however, can initiate filing for single carrier status with the NMB.

The criteria used by the NMB to indicate a single transportation system include, but are not limited to: published combined schedules or combined routes; standardized uniforms; common marketing, markings or insignia; integrated essential operations such as scheduling or dispatching; centralized labor and personnel operations; combined or common management, corporate officers, and board of directors; combined workforce and common or overlapping ownership.

When one of the unions files for single carrier status, the NMB will conduct a pre-docket investigation to determine whether a single transportation system exists for representational purposes among the group of employees at issue. If the NMB finds that a single transportation system exists, the investigation will proceed to determine if a representation election will take place – in this case, among the Flight Attendants at CAL and UAL. Each employee group is treated separately in the determination of single carrier status. Therefore, the pilots' or mechanics' single carrier status, for example, would have no immediate or direct bearing on Flight Attendants.

A union has 14 days from the date of the NMB's single carrier determination to demonstrate sufficient interest in representing a group of employees. In our case, at least 35% of the Flight Attendants at the combined carriers is needed to comprise sufficient interest. The showing of interest can be demonstrated through seniority lists, those on dues check-off, signed authorization cards or a current collective bargaining agreement. Both the IAM and AFA will be able to show sufficient interest so an election will take place following the NMB's single carrier ruling for the Flight Attendant group.

To be clear, contracts at both carriers remain in effect during the representation election. Negotiations for a combined agreement will occur once the representation issue is decided and the surviving union will negotiate the new single agreement to cover all Flight Attendants.

## INTEGRATING SENIORITY LISTS

A committee of Flight Attendants from each pre-merger airline will be established. Any Flight Attendant can request to be on the Merger Committee.

The IAM's long-held position is that seniority integration should be by date of entry into the Flight Attendant classification on the combining carriers. Sometimes this may be stated as date of hire into the classification. Both terms have the same meaning - the date a Flight Attendant was placed on the seniority list at either airline.

The carrier and Seniority Integration Committees for each group of employees will produce a merged seniority list based on date of entry. All Flight Attendants will have an opportunity to review the merged seniority list and to protest if they believe the seniority list is not consistent with the IAM's integration policy, or if they believe that their placement on the list is erroneous.

Seniority protests will be heard by the Seniority Integration Committees and the carrier. If a protest is not resolved to the satisfaction of the Flight Attendant(s), an independent arbitrator will decide the issue in accordance with the fair and equitable standard.

Seniority protection is covered in the IAM/CAL Agreement **Section 1, Scope, Recognition, Successorship, and Mergers**, paragraph E.: seniority integration lists will be in accordance with Sections 3 and 13 of the Allegheny Mohawk Labor Protection Provisions (LPPs). Sections 3 and 13 of the LPPs provide for the "fair and equitable" merging of the seniority lists and for binding arbitration if the parties cannot come to an agreement on integration. This provision of the IAM CAL Agreement must be enforced by whichever union represents Continental Flight Attendants following representation elections.

United Flight Attendants have no merger protections in their contract. They have an internal integration "policy" applicable to only AFA-CWA carriers.

There has been some questions regarding the McCaskill/Bond Amendment and its role in merging of seniority lists. The IAM and its members and all AFL-CIO airline unions worked with Senators McCaskill and Bond crafting the amendment to make sure that no group was stapled to the bottom of any list. The IAM contract supersedes the McCaskill/Bond Amendment and the Allegheny/Mohawk LPPs will apply.



## THE MEMBERS' ROLE DURING THE MERGER PROCESS

### ***What can you do to help?***

As a member, there are many things you can do to achieve a successful merger:

- Support each other. Talk to your fellow members and share information with them.
- Participate in all union meetings and informational forums.
- Wear your Union Pins (T-shirts, stickers, Bag Tags etc.) to give the Union visibility and to show your solidarity for the upcoming representation election.
- Make sure you receiving all union information and updates during the merger process.
- When it is time to vote, vote for better wages, better flexibility and more democracy. Vote for **YOUR** union—The IAM.

## COPING WITH THE PRESSURES OF MERGERS

Mergers can cause a rollercoaster of emotions. Some ways to deal with the stress of a merger are:



- Stay informed - Read Union and company bulletins, attend Union meetings, crew meetings, and ask your IAM representatives any questions you have about the merger.
- Do not get caught up in the rumor mill - Verify any information obtained from the Internet with a reliable, documented source.
- Be patient - Mergers have a way of dragging out, and some answers may not be immediately available.
- Try to maintain a positive attitude - While change may be difficult the end result may be good.

### **Managing Change**

Change is a natural part of life, both at home and work. We may not have control over all the job-related changes that come our way, but we can find positive ways to face them. Following are some suggestions from your IAM Employee Assistance program representatives to help you manage change effectively:

- Tell yourself the truth.* Allow yourself to be upset, worried or sad.
- Reach out to others.* Discuss your feelings with supportive coworkers, friends, family, or the EAP Committee.

- **Stay focused.** Use “to-do” lists to keep your goals clear.

- **Be patient.** It takes time to sort through all your emotions and adjust to change.

- **Let go of the past.** Keep moving forward. Prepare yourself with a positive attitude and new skills.

- **Reflect on what you’ve learned.** Ask yourself, “What have I learned from this experience?” Remember any successful coping techniques you used that may help you handle future changes.

## Managing Stress

A number of techniques can assist you in reducing stress. We recommend that you experiment with the following methods and use those that are most effective for you:



- **Take care of yourself.** Eating healthy foods and getting plenty of rest will help you maintain your body’s resistance to the physical symptoms of stress.

- **Manage your time.** Take charge of your day by scheduling your time and focusing on your goals. Create a list of tasks to accomplish. Be sure to cross items off your list as they are completed.

- **Identify the messages you give yourself.** Focus on what you can do rather than your limitations. Be positive.

- **Try a muscle relaxation exercise.** Start by tensing your shoulders for about 10 seconds. Slowly release the tension and you will begin to feel your muscles relax. Try this exercise for all major muscle areas.

- **Make time for fun.** Take a break from your normal routine during the day to ease tension. Physical exercise or a change of scenery, such as an evening at the movies, can help you relax.

- **Spend time with friends and loved ones.** Go out of your way to see friends and loved ones. Talk about your stressful situation, but also find things to laugh about. Try to let go of stress and savor the time you have with them.

## When to Seek Help

If stress is interfering with your health, well-being or ability to function in your life, get help. Signs that stress may be getting out of hand include crying, feeling overwhelmed or anxious, being irritable, having trouble concentrating and finding it difficult to face the demands of your routine.

Resources are available - Contact an IAM EAP Representative anytime at 704-907-3563 or email [eap@iamdl142.org](mailto:eap@iamdl142.org).

## FREQUENTLY ASKED QUESTIONS & ANSWERS

The Union will work to maintain and improve the quality of life for every member. During the IAM Merger Summit meeting a communications plan was established to increase participation from all levels of our Union and your help is vital to the success of the merger process. As we progress closer to a single carrier, communication with each other is the key.

Additional Q&A bulletins will be posted at [www.faMergerMatters.org](http://www.faMergerMatters.org).

### ***Q. Now that the merger has occurred, will we still be represented by the IAM?***

A. Yes. The National Mediation Board (NMB) will order an election to determine the certified representative for the flight attendants. It is very important for member support during this process. Nothing will happen until the NMB concludes that both companies are operating as a single carrier for representational purposes. The NMB is not under any timetable.

Railway Labor Act (RLA) regulations and NMB procedures will determine the certified collective bargaining representative for each classification in a combined Continental/United workforce.

### ***Q. What does Single Carrier Status for representational elections mean, and how is that different from Single Operational Certificate?***

A: The first deals with the call for representational elections by a union to trigger a vote for which union will represent the combined workforce following a merger. The second term refers to when the FAA certifies that the two airlines have operationally merged into a new entity. One has no bearing on the other.

### ***Q: How will our seniority be integrated?***

A. The terms for seniority integration are written in our contract under Section 1 SCOPE, as explained previously. The date of entry (also referred to as date of hire) into the Flight Attendant classification will be used in merging seniority.



***Q. Do these seniority integration provisions remain in effect if the IAM no longer represents us?***

A. Yes. The Continental Flight Attendant contract requires that the provisions of Section 1 be adhered to; Failure to do so will leave a union open to legal action.

***Q. What does Section 1, Paragraph 3.E. mean when it refers to Section 3 & 13 of the Allegheny/Mohawk Labor Protective Provisions (LPP)?***

A. The Civil Aeronautics Board (CAB) in airline mergers routinely applied Labor Protective Provisions (LPP's). The LPP's were formalized as a set of standards within the CAB's 1972 order in the merger of Allegheny and Mohawk Airlines. (The CAB is no longer in operation.) In part, the Allegheny/Mohawk order required that seniority systems be integrated in a "fair and equitable manner" and provide arbitration to resolve disputes, which is final and binding.

***Q. What are the normal steps to a merger?***

A. Nothing will change in the near-term regarding seniority integration, contracts and work rules. Following a representation election, negotiations will take place to bring all Flight Attendants under the same collective bargaining agreement and seniority will be integrated.

***Q. What changes can we expect to our pensions?***

A. The Continental pension plan, CARP, is not affected by the announcement of a merger. If a Flight Attendant is vested in the plan, their benefits are guaranteed up to Pension Benefits Guaranty Corporation maximums and

limitation.

As an added safety net, the Continental Flight Attendants are the only Flight Attendants that have the IAM National Pension Plan (IAM NPP) as a back-up that will automatically be implemented if certain changes occur to CARP. (See Letter of Agreement {LOA} 27 – Pension.)

Guaranteeing our members' retirement is a major concern for the Union, and the IAM will fight to protect the pensions of our members at both carriers. United already contributes to the NPP for the more than 16,000 IAM members working for United.

Currently CARP is \$1.4 billion underfunded. In contrast, the NPP is currently funded at 96%. At United the IAM fought hard to protect its member's pension during bankruptcy court hearings. While UAL walked away from all the pensions for its employees, including Flight Attendants, the IAM was able to negotiate for its members the IAM National Pension Plan going forward. Those are the only employees, union or management, at UAL with a guaranteed, defined benefit pension plan.

The IAMAW will not allow pensions to become a casualty of a merger

***Q: How can I help during the merger process?***

A: Participate in the discussions, surveys, monthly Union meetings in the Local Lodges and other events showing solidarity. Wear the union pin on your uniform. Have the correct information when talking about the issues in the crewroom and in the galleys after the service. Reach out to your grievance committee and Local Lodge Officers for answers and do not rely

on jumpseat gossip or supervisors for factual information.

***Q: How will the Union keep me updated during the merger process?***

A: The Merger Communication Committee will provide regular updates using the IAM Flight Attendant websites (see back page of this booklet), informational hand bills, mailings and through the grievance committees and Local Lodge Officers and Committees.



## **NEGOTIATIONS FOR A COMBINED AGREEMENT**

CAL/IAM has been in negotiations for an agreement since December 2009 and UAL/AFA-CWA has been in negotiations since April 2009. The IAM and CAL began mediated negotiations for a Flight Attendant contract in December 2010. At the time this Handbook went to press Continental Flight Attendants were voting on a short-term interim tentative agreement.



After the representational election has determined who will represent the combined Flight Attendant group, committees comprised of representatives from both carriers – for the CAL contract and for the UAL contract – will meet to start the process for negotiations for a combined agreement.

Flight Attendant contracts at both carriers remain in effect during the representational election, negotiations for a combined agreement and through the ratification of the new contract.

Rest assured, with the IAM as the surviving Union our contract, our work rules, pensions, and our quality of life will be the generator moving the process through to the completion of a new working agreement between our members and the new Airline. But the IAM recognizes there are items in the current United agreement that would be of benefit in improving the working lives of Flight Attendants. A merged contract will reflect the best of both agreements, and the IAM will negotiate up from there.

Once a representational election has been completed, full details on the subsequent combined contract negotiations will be distributed to our members. The Negotiating Committee will have members from both carriers, and each domestic and international base will be represented on the bargaining team. The District will send out a call for proposals for combining the agreement, surveys will be conducted, and the combined Negotiations Committee will be trained at William W. Winpisinger Education and Technology Center (WWW) in Placid Harbor, MD. (The integration of the seniority lists and the start of the process for negotiations can/may run concurrently.)

## RUMORS VERSUS TRUTH - IAM AND TRANS WORLD AIRLINES (TWA) FLIGHT ATTENDANTS



In 1997 TWA Flight Attendants chose to join the IAMAW by a 63% vote. In 1999 the first IAM contract was ratified. Virtually all TWA employees except the pilots were represented by the IAM and there were three IAM members seated on the TWA Board of Directors.

However, TWA was an ailing corporation. By January 2001, TWA only had \$20 million cash on hand. The airline industry as a whole was growing but not all at the same pace. A United/US Airways merger (at that time) was waiting approval and American Airlines (AA) needed a competitive edge. On January 9, 2001 TWA and AA signed an asset purchase agreement. On January 10, 2001 TWA filed for Chapter 11 Bankruptcy and asked for an asset sale under part 363 of the Bankruptcy code. In a snarky deal, AA set up TWA-LLC as a holding company for the assets of TWA.

The deal between TWA and AA was contingent on certain modifications to all TWA contracts in wages, benefits and scope. According to airline analyst Mike Boyd in March of 2001, "American's acquisition of TWA is an estate sale, not a merger. American is picking up the pieces of an airline whose next step would have been liquidation." Arbitrator Robert Kasher in his 2002 seniority decision for Mechanics and Ramp stated that: "It is clear that but for the IAM's leadership it is not likely that TWA would have survived as an operating air carrier into the year 2001".

### **Bankruptcy - all bets are off**

In Congressional hearings, the CEO's of both AA and TWA gave a song and dance testimony that employees would not be hurt by the "merger". Missouri Congressional Representatives were bamboozled by the lies told by TWA. The airlines had focused their need for support from the Missouri representatives as the largest number of jobs were in that state. AA agrees "to use its reasonable best effort...to secure a fair and equitable process for Integration of Seniority. In that regard, AA will engage a facilitator..."

In March 2001 AA filed Section 1113 motion in Bankruptcy Court asking that all TWA contracts be abrogated. However, that motion was withdrawn after new/modified agreements between the parties. The deal was approved by antitrust authorities and on April 10, 2001, TWA became TWA-LLC, and an AA company. Old TWA ceased to exist. AA however, did offer all TWA employees jobs, leaving the seniority question to the Unions on the property. AA had no legal obligation to offer jobs to the TWA employees.

However, during the bankruptcy, the IAM was able to negotiate higher wages, pension contributions, retiree healthcare coverage and other enhancements for the TWA employees it represented. The only thing that AA would not negotiate with the IAM was the bidding seniority issue. During those talks AA stated that if the IAM insisted on the seniority issues, they would not take **any** TWA employees in the transaction. The IAM had to modify contracts, including Scope and Labor Protective Provisions or contracts would have been abrogated, TWA would have liquidated in Chapter 7 Bankruptcy and ALL TWA employees would have lost their jobs.

### **Seniority Integrations Agreement (SIA), Broken Promises and 9/11 Attacks**

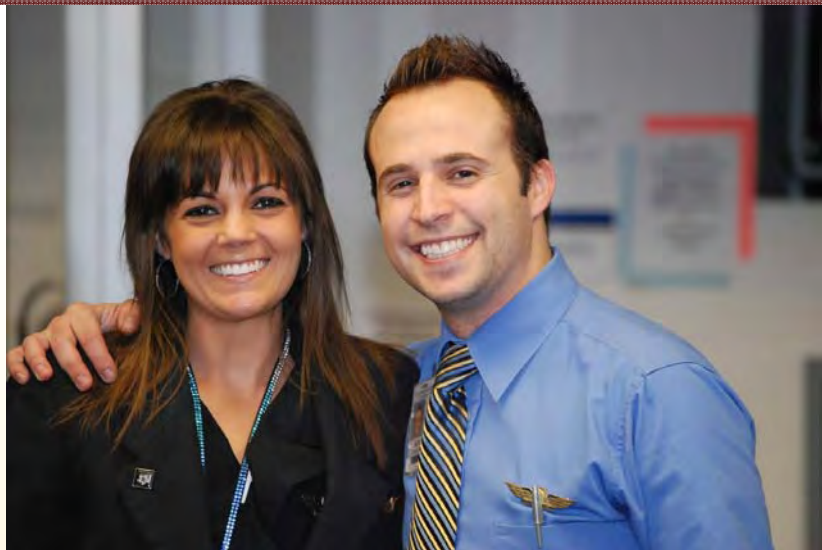
Per NMB rules, the AA Flight Attendant union\* filed for single carrier status on December 6, 2001. The IAM met with the AA union but they refused to entertain joint discussions on seniority integration. A facilitator was retained by AA but the AA F/A union refused to meet with him. A Seniority Integration Agreement (SIA) was signed on December 17, 2001 between the AA union and AA without any participation by the IAM, which no longer represented the former TWA Flight Attendants. So as the sole holder/agent of the bargaining rights, the AA FA union placed all TWA F/As on the AA seniority list with bidding dates of April 4, 2001. The seniority integration occurred after the IAM lost representational rights.



The AA union did the same to Reno Air in 1999. The union of record, Teamsters, for Reno Air sued the AA F/A union. The Courts upheld the AA union's actions citing the union had a Duty of Representation (DFR) to its existing members. This is an example of another snarky move by AA and its F/A union.

After the 9/11 attacks AA said it would furlough equal percentages of AA and TWA F/As. However, they changed their minds and closed JFK, laid off 25% of TWA F/As while only 2% of AA F/As were furloughed.

Even though the IAM was no longer the bargaining agent for the TWA F/A's, they took AA and it's F/A union to court to defend the TWA F/A's seniority rights. The IAM spent more than \$2 million dollars and two years trying to reverse the AA independent union's actions. The courts ruled against TWA Flight Attendants.



### **REPRESENTATIONAL HISTORY OF CONTINENTAL FLIGHT ATTENDANTS**

Almost from the inception of Continental Airline's history, its Flight Attendants were members of the Air Line Pilots Association (ALPA). Most unionized Flight Attendants were represented by ALPA at the time, and suffered through a lack of independence and reliance on ALPA and its Stewards and Stewardess Division.

In April 1976, the National Mediation Board (NMB) transferred representation rights for Continental Flight Attendants from ALPA to "AFA affiliated with ALPA".

All Flight Attendants that were formerly in ALPA's Steward and Stewardess Division were assigned to the newly created AFA. Under AFA, the lack of independence experienced with ALPA continued.

AFA assigned staff negotiators to Continental contract negotiations. AFA set the budget for Continental Flight Attendant councils and set the arbitration schedule for Continental Flight Attendant grievances. AFA approved or disapproved Continental Flight Attendant contracts. Continental Flight Attendants were assigned to AFA Local Councils and had a Master Executive Council (MEC). The Continental AFA Chairwoman was a member of the AFA Executive Board. Continental Flight Attendants were AFA members, voted for AFA officers and wore AFA pins on their uniforms.

But it was because of the lack of autonomy that Continental Flight Attendants formed an independent union in 1976. The new Union of Flight Attendants (UFA) won representation rights from the AFA on November 15, 1976.

Continental Flight Attendants remained independent as members of the UFA until Continental's bankruptcy in 1983 and Frank Lorenzo's reign of terror. The

Continental (and Air Micronesia) Flight Attendants began their road to IAM representation in 1983 when they faced the biggest battle – at the time – in the airline industry. Frank Lorenzo had decided to change the face of the airline industry forever and began by taking on the Continental Airlines' employees. The Union of Flight Attendants (UFA), an independent union, looked to the IAM for representation after it and its members endured months of bankruptcy, imposed work rules, and draconian methods. The Flight Attendants realized that by affiliating with the strongest and largest Union in the industry, they would be able to continue to the fight and would have the best Union representation.



Continental Flight Attendants were forced to strike and therefore had no dues income. The UFA depleted its treasury while fending off Lorenzo's constant legal battles. Continental Flight Attendants looked for the strongest airline union in the industry for assistance and found a home in the IAM. Continental Flight Attendants approved a merger with the IAM in 1984, and then applied to the National Mediation Board for a transfer in certification from the UFA to the IAM.

However, a third party, the Association of Flight Attendants (AFA), intervened asserting representational rights over the CAL Flight Attendants under AFL-CIO provisions.

The AFA's claim of representation rights prevented the IAM from completing its merger with the UFA until 1989 and delayed NMB certification until 1990, leaving Continental Flight Attendants without the resources to fight Frank Lorenzo.

While the IAM did not hold the bargaining rights to the membership or receive any dues during that period, it did not abandon Continental Flight Attendants. During that five year period, the IAM paid all officer and grievance salaries, all costs connected with grievances up to and including arbitration costs, rent for offices and all associated office costs, all associated costs for the continual and lengthy court cases related to suits against Texas Air and Continental, bankruptcy, printing and mailing costs, negotiating costs and any other costs connected with running a Union.

"AFA did not want to represent us. They did not want to spend money on our struggles, they didn't want to handle our grievances; they just didn't want the IAM to represent us," remembers Carla Winkler, former UFA President.

So, for a 5-year waiting period imposed by the AFL-CIO at the AFA's insistence, the UFA fought off three decertification drives initiated by Frank Lorenzo before it was able to merge with the IAM and negotiate a new contract.

“The IAM funded all our office expenses, court cases and membership services until the bargaining certificate was finally transferred to the IAM,” remembers Winkler.

In 1990, after a one year investigation, the National Mediation Board (NMB) transferred the bargaining certificate to the IAM. However, Continental management was not going to idly sit back and allow such strong representation to enter into the non-union ranks of the company. The company sent ballots to all Flight Attendants and conducted their own representational election. Not returning a ballot counted as a vote against the IAM. **That effort failed.**



The IAM’s legal counsel from the law firm of Guerrieri, Edmond and Clayman immediately sought an injunction and the lawyers battled it out for the next year. Finally the courts ruled that the NMB properly gave representation rights to the IAM and Continental (and Air Micronesia) Flight Attendants had their Union. **After the court ruling, the IAM never asked for – nor received – one penny of the enormous cost of upholding an independent Union for that five year period and the court battles to preserve our Flight**

#### **Attendant bargaining rights.**

The road to IAM membership was a long struggle. It started with 187 dues-paying members in 1991. General Vice President John Peterpaul continued to keep the struggle for fairness at the carrier a priority for the Flight Attendants.

Once the IAM secured bargaining rights at Continental, General Vice President John Peterpaul assigned the group to District 142 and created one Local Lodge (2339) for both Continental and Air Micronesia. In 1992, after only nine months of IAM representation the IAM helped Continental Flight Attendants reach our first contract since the bankruptcy judge had abrogated all Continental and Texas International Agreements.

This important first contract was reached with Continental Airlines while it was still in its second bankruptcy and it laid the foundation for subsequent improvements and job security. Reaching this first agreement was a remarkable feat considering the fact the IAM was the only union on the property and few members were paying dues.

In 1999, at the request of Continental Flight Attendants, the IAM created Local Lodges 2339N (EWR base), 2339C (CLE base), 2339H (IAH base), 2339L (LAX base—now closed) and 2339G (GUM base). Today, the membership consists of over 9,500 Flight Attendants at Continental, 250 at Micronesia and 1300 at ExpressJet (ExpressJet is currently in a merger Atlantic Southeast Airlines).

The membership has at its disposal the entire staff of District 142 helping, assisting, teaching and providing support for this group. The Grand Lodge

facilitates the education of all officers, grievances and negotiating committees. Together with the Grand, District and Local Lodges, this membership has gained standing in the Airline Industry and will continue to be a leader.

## **STRUCTURE OF THE IAM**



The IAM Constitution is very adaptable when it comes to union structure. This has allowed the IAM's representation of Flight Attendants to evolve over time to meet Flight Attendants' needs.

When the IAM secured the bargaining rights at Continental and Continental Micronesia, Flight Attendants were assigned to District 142 and one Local was chartered, Local 2339 in EWR. Due to changes in the dynamics of the membership, in 1999 additional Locals were created in IAH, CLE, LAX (now closed), and GUM. As the IAM added new Flight Attendant groups to its membership (ExpressJet, Open Skies, and Commutair), they were placed in the Locals at their bases.

While this structure has served the Flight Attendants well, the IAM recognizes that the current structure may not be the best way to represent and serve 25,000 United Airlines Flight Attendants with bases across the globe.

Following the representation election, the IAM will establish Locals at each new domestic and international base. Temporary officers will be appointed at each Local until elections can be held for each Local's officers. Training for newly-elected officers will be conducted at the IAM's training facility.

The IAM will also immediately establish a committee of Flight Attendants from each pre-merger airline to develop a structure that works for the Flight Attendant membership at United Airlines. Representatives from each domestic and international base will be members of this committee.

The contract the IAM negotiates for the combined Flight Attendant membership will contain the best of the individual pre-merger agreements. The new Union structure developed by Flight Attendants will similarly borrow the best from the two current structures and create a unique organization – designed by Flight Attendants for Flight Attendants – and not a carbon copy of either union from days gone by. Ultimately, Flight Attendants and only Flight Attendants will vote on the structure developed and constructed by their peers.

It is important to remind everyone that the AFA is not a stand-alone Flight Attendant union. The AFA could not survive financially as a Flight Attendant only

union, and is now a small segment of the Communications Workers of America (CWA). CWA represents very few airline workers. Most CWA members work in the telecommunications, printing and news media, public service, health care and other industries.

In contrast, the IAM is the largest Airline Union in the world.



### **TRAINING IAM REPRESENTATIVES**

All Flight Attendant Unions train their representatives. The difference is the IAM has its own training facility and AFA-CWA uses the facilities of the AFL-CIO.

The IAM created and built the William W. Winpisinger Education and Technology Center (WWW) in Placid Harbor, MD. It was built by workers for workers. The WWW is the only fully functional Union training center in the country, paid for and maintained from the interest of the IAM strike fund. Its purpose is to meet the complete range of educational needs of its members and to provide an atmosphere where members can learn undisturbed by the daily demands of the work place. Flight Attendants benefit from using the training facilities more than any other group. These benefits include housing, meals, and training for officers, grievances, arbitration, negotiation and all other member related training. IAM Members receive college credit for classes at the training center, all at no cost to the member.

The Center teaches aspiring representatives what it means to be a trade Unionist. By studying labor history and the role Unions played in our Nations' history and today's society, members learn that Unions are more than service organizations. The IAM is part of a larger movement toward economic and social justice with dignity on the job.



WWW is a place where members learn how to be good leaders. Whether it's a member, shop steward, grievance representatives, Local or District Officer/ Chairperson or Grand Lodge Representative, everyone who attends this facility returns to their workplaces better prepared and motivated to do a good job for their members.

Programs cover a diverse range of topics to ensure that members, officers and staff are prepared to serve their fellow members. There are four leadership programs which are the foundation of

the education program. Staff programs include courses such as arbitration, collective bargaining, training, organizing, pension, community services, legislative action, and health and safety. Through the National Labor College there is an onsite degree program and a Masters Degree Program. Many Flight Attendants have earned Bachelors and Masters Degrees through this program.

Every member profits when Local, District and Grand Lodge leaders work together to improve wages, working conditions pensions and job security for the membership.

The WWW is fully paid for and the training is geared for each District and Local. To date all Local, District officers, negotiating committee, and members of the merger summit have been trained at WWW. Members of the Coalition of Flight Attendants have also conducted meetings at WWW.

Warren L. Mart, the General Secretary-Treasurer of the Grand Lodge, stated, "Investing in education through the Winpisinger Education and Technology Center provides the building blocks of knowledge for our members to obtain the training necessary to face the challenges of this fast-paced ever changing world."

### **IMPORTANCE OF WEARING A UNION PIN**

The right to wear a Union Pin was negotiated into Flight Attendant's agreements as far back as the 1970's. When members are asked to wear a Union pin or place a Union tag on suitcases, to show solidarity, that right came at a cost to our membership – nine years without a contract (1983 – 1992) to now having the best pay and working conditions in the industry.

Wearing a pin shows the company that members support the Union on issues such as pay, pension, our job security and job flexibility, grievances, negotiations,

changing labor laws, challenging the House and Senate on Flight Attendant issues (pertaining to work rules, flight hours, rest safety etc).

In your contract Section 15, paragraph H, page 15 – 2 states: **“A flight attendant may wear her/his Union pin on her/his uniform. The company will designate where the pin will be worn.”** Take advantage of what past Union members have fought for – no matter how small the issue appears to be.

**MAKE SURE THE UNION HAS YOUR CORRECT CONTACT INFORMATION**

Within a few months several issues will be put before the membership. A contract is currently being negotiated and a merger will be completed within two years. During that time period there will be three more life changing events; a vote for a succeeding Union, the merging of the seniority lists and a vote on the completion of two separate contracts negotiated into one agreement.

Making sure that all contact information is up to date and current is a necessity so members receive all relevant and necessary information. This includes updates on negotiations, updates on merger related activities, copies of a tentative agreement; information on election notices; notices on meeting dates.

If you move, change phone numbers, or email address immediately notify the District Lodge. Important Flight Attendant websites can be accessed through the Continental Flight Attendant District Website [www.go142.org](http://www.go142.org).

Even if you are now receiving emails or mailings from the Local, District or Grand Lodges please fill out the following form and personally hand it to a member of the Grievance committee in each of the bases. Does this seem redundant and a lot of work? YES – and it is necessary and the members responsibility during these turbulent times.

-----**Cut here and please print**-----

Full Name: \_\_\_\_\_ Employee number: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Number: Home: \_\_\_\_\_ and/or Cell: \_\_\_\_\_

Email Address: \_\_\_\_\_ IAM Book Number: \_\_\_\_\_

RETURN THIS TO A LOCAL LODGE REPRESENTATIVE OR  
GRIEVANCE COMMITTEE MEMBER IN YOUR BASE.

**TERMINOLOGY DIFFERENCES BETWEEN**  
**UAL AND CAL CONTRACT**

<b>UNITED</b>	<b>CONTINENTAL</b>
Date of Hire=Bidding Seniority	Date of Entry=Bidding Seniority
WOP=Without Pay	Personal Drop
GWOP=Guaranteed Day Off – awarded in seniority order (eight days per year)	Coupons if available and/or restored day off Section 5.K
ONSL=On Sick Leave	SK=On Sick Leave
FMLA=Family Leave	SAME
PURSER=Specially Trained Lead Flight Attendant on international and domestic wide body a/c	ISM=Specially Trained Lead Flight Attendants used on designated international CAL flights
First Flight Attendant domestic narrowbody a/c	FFA - First Flight Attendant-domestic a/c
AIRPORT STANDBY	AIRPORT ALERT
LQ = Language <b>List</b> Flight Attendants	Foreign Language <b>Base</b> Flight Attendants
DOMESTIC PER DIEM INTERNATIONAL PER DIEM	BASIC PER DIEM-Domestic PREMIUM PER DIEM-International
DOMICILE	BASE
ID	TRIP PAIRING
CREW DESK	SCHEDULING
ACTUALS	OVERS
GUAR-Trip Guarantee	Pay Guarantee for trips
DUTY RIGS=Pay for all time on duty without intervening crew rest	Does not apply
TRIP RIGS=5/10/15/20 minimum hours per duty Period	TRIP RIGS=1 hour pay for every 4 hours of duty with trips scheduled rest of over 29:00
MINIMUM DUTY RIGS=Same as Trip Rig-5 hours per duty period	Does not apply
EOM - MONTH END CONFLICT	BIDDING INCOMPATILBLE

<i>UNITED</i>	<i>CONTINENTAL</i>
MINIMUM DUTY RIGS=Same as Trip Rig-5 hours per duty period	Does not apply
EOM - MONTH END CONFLICT	BIDDING INCOMPATIBLE
MAKE YOURSELF LEGAL	SELF ADJUSTMENT
Does not apply	PIGGY –BACKING TRIPS TO INCREASE DAYS OFF
Does not apply	JETWAY TRADES FOR LAST LEG OF TRIP TO BASE
Does not apply	ABILITY TO DROP - DOWN LINE - LAST LEG TO BASE
PRUDENT COMMUTER POLICY	COMMUTER POLICY (OOPS)
OPEN TRIP FILE – OPEN FLYING	OPEN TIME/POOL
FAOM -FLIGHT ATTENDANT OPERATIONS MANUAL	INFLIGHT MANUAL
AVAILABLE FOR REASSIGNMENT	LINE HOLDER RESERVE AVAILABLE FOR PAY GUARANTEE FOR TRIP LOSS SECTION 5.K.
FILE NUMBER	EMPLOYEE NUMBER
RDO – REQUEST FOR DAY OFF/ TRADE DAY OFF	ADVERTISEMENT/TRIP TRADES/ TRIP DROPS/PERSONAL DROP
RLF - RELIEF LINES VACATION AND DROPPED LINES	VACATION RELIEF LINES
XSC-EXTRA FLIGHT ATTENDANT LINE/POSITION	LOAD LINES
ALLOTMENTS CAP ON DAILY TRIP TRADING FROM OPEN TIME	DOES NOT APPLY
R – RESERVE	RSV – RESERVE
RLSE - RELEASED FROM DUTY FOR RESERVE	SAME
RSV – READY RESERVE	READY RESERVE
CLLR – CALL-IN RESERVE – ASSIGNED AT 7 PM	CALL OUT RESERVE – ASSIGNED IN TIME BLOCKS
CONV – CONVERTED TO READY RESERVE	SAME
DAT – DAY AT A TIME VACATION	Does not apply
GUAR –TRIP GUARANTEE/LINE GUARANTEE	ALL LOST TIME GUARANTEED SECTION 5.K. & 4.P
VOLUNTARY FURLOUGH	COLA – COMPANY OFFERED LEAVE OF ABSENCE

<i>UNITED</i>	<i>CONTINENTAL</i>
A/B RESERVE ROTATION	Does not apply
LOF - SCHEDULE FOR LINE HOLDERS	BID LINE – SAME
ONSB –ON AIRPORT STANDBY	AIRPORT ALERT
OFSB – OFF AIRPORT STAND BY	READY RESERVE



## Important Websites

IAM Flight Attendant merger information: [www.famergermatters.org](http://www.famergermatters.org)

Other IAM Flight Attendant news is available at [www.go142.org](http://www.go142.org).

Don't forget to update the District Lodge with your current home address information so that you will receive all written communications in a timely manner.


You can update your mailing address at [www.go142.org](http://www.go142.org) and click on "Address Update".

## Local Lodges

Information and email alerts are also available from individual Flight Attendant Locals through the addresses below:

- Houston: Local 2339H [www.iam2339h.org](http://www.iam2339h.org)
- Newark: Local 2339N [www.ll23394u.org](http://www.ll23394u.org)
- Cleveland: Local 2339C [www.2339c.org](http://www.2339c.org)
- Guam: Local 2339G: [www.ll2339g.goiam.org](http://www.ll2339g.goiam.org)

Toll Free (855) IAM UNITED  
(426-8648)



The International Association of Machinists  
and  
Aerospace Workers  
9000 Machinists Place  
Upper Marlboro, MD 20772