



The Update Message from the International Association of Machinists and Aerospace Workers representing Flight Attendants in the 2339 Local Lodges

Friday, December 11, 2009

The IAM/CAL Collective Bargaining Agreement (CBA) will become amendable December 31, 2009. While Flight Attendants at other airlines have concessionary agreements in place, the IAM Flight Attendants will see some of those concessions restored as we enter negotiations. Your IAM representatives negotiated pay increases and "snap back" provisions in the current CBA, that will become effective on December 30, 2009, one day prior to the amendable date (December 31, 2009), allowing your negotiation committee members to begin contract discussions with these increases already in place.

Listed below are snap back provisions and pay increases beginning on December 30, 2009.

- New 16th year rate of \$50.00 per hour becomes effective. (\$1.85 increase per credited hour).
- Full pay for all Deadhead.
- Vacation pay increases 15 minutes to 3:15 per day.
- Per Diem for all turns: \$1.85 for all domestic turns, \$2.50 for all turns and (RON's) that include South America, Caribbean, Hawaii, Alaska, Asia, Australia and Europe.
- Upon commencement of your fourth year anniversary with the company, your hourly rate will be increased from \$22.50 to \$25.95. This figure represents an increase of \$3.45 per hour.
- All training pay increases 15 minutes to 2:30 per day.

Please contact your Union representatives if you have any questions regarding the snap back provisions of our collective bargaining agreement.

Between now and the end of the year the Negotiating Committee members will be randomly giving away Starbucks gift cards for a cup of coffee to flight attendants they see wearing their "**winged union pin**" on the concourse or onboard an aircraft. The committee felt it was important to say thank you for the continued show of support that has been received for upcoming contract negotiations. So if you are wearing your union wings, don't be surprised if one of the Negotiation Committee members comes up to you and says thank you with a cup of coffee. Starbucks gift cards are being provided and paid for by your Negotiation Committee members and no Union funds were used.

ExpressJet Reminder: December 21, 2009 is the last day to add family members for pass travel. Please make sure that you follow all instructions for adding your family members.

NMB Hears Compelling Comments on Proposed Voting Rule – More than thirty people spoke at the National Mediation Board's December 7, 2009 public hearing on its proposal to implement a fair representation election voting process for air and rail workers under the Railway Labor Act (RLA). Current NMB rules count eligible voters who do not participate in the election to have voted against union representation. General Vice President Robert Roach, Jr. testified on behalf of present and future IAM members. "The question is not whether the current and proposed voting processes favor unions or carriers; unions and carriers do not vote in representation elections," said Roach. "The only question for the NMB to consider is which process is the most fair to the working people involved and impacted by the election. The NMB should support a process where each person has the opportunity to choose for themselves if they want to vote "yes" or vote "no", and those who abstain from voting for whatever reason do not influence the outcome of the election." The three members of the NMB did not question any of the speakers, nor did they make any comments on the proposal. The speaker list included union representatives, rank and file workers, various industry trade groups and a small army of anti-union attorneys. The only airline to speak out directly against the proposed rule change was Delta Air Lines who argued that if the proposed rule is adopted, they should be the only airline exempted. Marianne Bickler, a former Delta flight attendant supervisor, provided compelling testimony of how she was trained to intimidate flight attendants in a previous union organizing drive. "We were given anti-union fliers to ensure they were stocked and present in the lounges. We collected any union information in the lounge area and threw it away. We conducted intimidating one-on-one meetings behind closed doors with flight attendants to tell them not to join the union. We stood near AFA activists when they were speaking to other flight attendants to intimidate them. Delta kept as many flight attendants as they could on the seniority list to manipulate the current voting system. In simple terms: the more flight attendants on the list, the greater amount of no votes. After all, under the current rules everyone begins as a no vote." "The Railway Labor Act was designed in such a way that the carrier was not intended to be a party to the representation dispute; carriers were to remain neutral," said Roach. "Today, with the carriers no longer a neutral party in the election process, the current system is rigged against representation and needs to be corrected."

We would like to encourage all members to attend your Local Lodge business meeting. Each Local Lodge must have a quorum to conduct business. The following is a schedule for upcoming meetings:

Houston: Tuesday, December 15, 2009, 1:00 p.m. at 15710 JFK Blvd
December Monthly Union Meeting to be Held at LL Office

Guam: Wednesday, December 16, 2009, 2009, 4:00 p.m. at the Airport Conference Room

Newark: Tuesday, January 12, 2010, 3:00 p.m. at the Renaissance Newark Airport Hotel

Cleveland: Thursday, January 14, 2010, 1:00 p.m. at 669 North Rocky River Drive