



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

Friday, November 5, 2010

SENIORITY MATTERS

The IAM's Flight Attendant contracts contain important seniority protections. They require that seniority integration be "fair and equitable."

The IAM's long-held position is that seniority integration should be by date of entry into the Flight Attendant classification. The IAM's position is fair and equitable, and has been upheld through numerous previous mergers.

It is also the IAM's policy that the combined membership on the merged carrier will vote to approve a negotiated transition agreement containing seniority integration provisions before integration occurs.

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.

In spite of having its own seniority integration policy, the AFA-CWA is struggling to implement it. It has been five years since the 2005 merger of US Airways and America West, and both pre-merger Flight Attendant groups were represented by the AFA-CWA. However, the AFA-CWA is still unable to resolve Flight Attendant seniority integration, and the carrier continues using two separate Flight Attendant seniority lists and two separate premerger contracts.

The IAM resolved seniority integration and negotiated transition agreements with raises and pensions for multiple classifications at US Airways years ago.

IAM / Continental Micronesia, Inc. – Update

Your Negotiating Committee met this week November 1-5, 2010 in Honolulu, Hawaii.

The purpose of the meetings was to sort through the proposals submitted by the membership for the upcoming negotiations and discuss the ever changing landscape of the current industry. While a lot of progress was made we will continue to work on presentations for the upcoming negotiations.

When dates have been established we will update the membership. Sign up for weekly updates by going to www.go142.org and click on "**Join Our E-Mail List**".

EXPRESSJET FLIGHT ATTENDANTS UPDATE

As we reported in last week's *DL 142 Weekly Update*, the company advised that while ExpressJet will have more flight hours, the flying will be redistributed. On November 4, 2010, ExpressJet reissued *CIL 10-065 System Vacancies* announcing that staffing adjustments are necessary in the ExpressJet system to meet fleet rationalization objectives. This will result in an increase in staffing (permanent vacancies) in ORD and a reduction in staffing of 75 flight attendants in IAH.

Potentially affected flight attendants, as listed in *CIL 10-065*, should follow the company's instructions on how to submit their domicile preference using the Permanent Vacancy Request Form, (found at www.xjt.com, Inflight, Online Forms, Permanent Vacancy Request Form). Awards will be posted via *CIL* on November 25, 2010 and will be effective the January 2011 bid period.

Please read the Q&A attached to *CIL 10-065*, and review **Section 12 – System Furloughs and Domicile Reductions**, of the CBA (contract), which details your contractual rights during a domicile reduction and see a union representative if you have questions or need assistance.

We understand that this is a disruptive and stressful situation for all concerned and we are committed to helping you through this period.

ExpressJet Flight Attendants:

The union has received many questions about jumpseat privileges and travel benefits for ORD based flight attendants. While we have not ascertained any definite answers at this time, the union is scheduled to meet with United's management next week and we will discuss members concerns.

As a reminder, any flight attendant who is not affected by this displacement who wishes to transfer to ORD must submit a transfer request before November 30, 2010.

Continental Customer Service Agents in Toronto Join IAM

Concerns about job security in the wake of the merger between Continental and United Airlines led 41 Continental Customer Service agents in Toronto, to vote decisively for the IAM as the best way to protect their careers.

Representation elections for airline workers in Canada are guided by different laws than in the United States, where bargaining units include all members of a classification, regardless of which state they may work in.

"This is the first group of Continental employees in Canada to join the Machinists, and job security was foremost on their minds," said District 78 Business Representative and Organizer Scott Jackson. "Another factor was the knowledge that unionized airline Service Agents earn considerably more than their non-union counterparts."

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:

Newark: Tuesday, November 9, 2010, 3:00 p.m. at the Renaissance Newark Airport Hotel

Cleveland: Thursday, November 11, 2010, 1:00 p.m. at 669 North Rocky River Drive

Houston: Tuesday, November 16, 2010, 1:00 p.m. at Houston Airport Marriott Hotel

Guam: Wednesday, November 17, 2010, 4:00 p.m. at the Airport Conference Room