



January 9, 2012, Rich Delaney—Preparations continue for the Public Contact Employee vote.

Only a week remains before the National Mediation Board mails voting instructions to eligible voters. The eligibility list, provided by United management, is being reviewed and challenged by District 141 Organizing, and the Legal Department of our International.

As expected, United management omitted the names of more than 1,000 PCE Members (Public Contact Employees), both active and furloughed. United management is making an attempt to deny these Members their right to vote.

Although not surprising to District 141 Organizing, this management action is a departure from historic norms.

In the past, management would typically inflate the number of voters, in hopes of making it more difficult to attain a majority vote. Management would include supervisors and other ineligible to do so.

Revised voting rules are the reason that management has changed strategy. President Obama, and his Department of Labor, revised voting rules for union elections to be more democratic and fair.

Management now looks to limit the number of voters, in an attempt to win the votes of a smaller group.

The IAM is preparing legal challenges. Most of these eligible employees are already IAM Members. Under the rules spelled out by the NMB, challenges must be made and supported by evidence no later than January 17, 2012. Members of District 141 Organizing are researching each classification, in each station and office, to ensure that employees entitled to vote are allowed to vote—regardless of United's opinion of them.

Just what airports need. Lawyers.

We are seeing increased activity by United management's anti-union law firm.

Management's outside lawyers are now being given access to PCE work areas, especially in hub stations. These lawyers, who will return to their law offices and work for some other corporation when the United election is complete, will collude with United management to conduct employee meetings. There will also be one-on-one discussions with agents.

The aim of all this Open-N-Honest-Lawyer communication is to convince you to vote against your own interests, by rejecting union representation. The message from United's lawyers will be con-

sistent. Watch for their glossy flyers, and professionally produced videos. Get ready to stare at compassionate (but concerned about Funding-The-Future) upper management types, asking employees, "Give us a year."

They already had it.

Management already has had a year. In fact, management has had two years to show what kind of cultural they intend to impose.

So far, it looks bad.

The company can point to business success, increased revenue, profit, and corresponding increases in management salaries and bonuses.

But their record of employee improvements is sorely lacking. Two examples are the company imposed pass travel changes, and their recalculation of A:14 monthly bonuses for frontline workers.

The familiar A:14 program, intended to reward employees for operational success, paid off 22 out of the previous 24 months. But it was modified by United management.

United increased payment thresholds, added international operations, and decreased employee payments.

So while the holding company of United reaps increased revenue and profit, employees get slapped with a decrease in their reward for creating that revenue and profit.

The pass policy, designed by management, does not satisfy employees and retirees. Nor does it satisfy those who participated in management's funnel survey, which was crafted to guide the new travel policy.

'Give us a year' at Northwest. It went south.

A person would only have to ask a former Northwest Airline employee how their culture has changed in the past year. All Delta agents are now non-union, and former Northwest agents can tell you first hand about the risk of that promise, "Give me a year."

Negotiations between District 141 and United will resume this week in Chicago. We are attempting to reach a single agreement that will protect all Members of United and Continental, currently working under two separate contracts. It is important to understand that, until a new single agreement can be reached and ratified by a majority of Members, both current contracts remain in effect, and must be followed as written.