



Air Transport District 143

JANUARY 21, 2010

NW/DL ORGANIZING NEWS & INFO

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Please do not respond to this email. You may contact us at iamaw143@aol.com.

NW/DELTA MERGER HOTLINE: 1-800-392-6554

The hotline will be updated each Friday, and the message will be emailed and posted on the website at iam143.org.

Another Lesson in Union Busting

The past several months at Delta have been a "roller-coaster ride" with far more downward than upward portions of the "ride" for the employees working there. Depending on where you're "seated" (either pre-merger Delta or Northwest), the experience has been extremely varied as well. There is an explanation for that and it's called union busting. The tactics of union busting can range from incorporating fear to friendliness in the overall plan plus a myriad number of other strategies. We'll give you a few examples that Delta Management has used in the recent past.

Fear: Management has employed fear throughout this campaign by giving you misinformation while scaring the heck out of some employees by telling them things such as:

1. Union dues will be \$60 to \$80 per week. (Not true)
2. Ready Reserve employees won't be eligible to vote (Not true) and the union will eliminate Ready Reserve positions once they win. (Totally not true)
3. IAM Customer Service Supervisors (contract employees) must re-interview for Delta Red Coat Supervisor positions in order to keep their supervisor jobs. (Not true)
4. Talking to union employees at work about the union or signing an authorization card petitioning the National Mediation Board to hold an election is not allowed and will result in discipline. This is not only false, it is a violation of federal law. You have the right to speak in favor of the union in non-work areas (lunch or break rooms) on non-work time (lunch or break time) as well as sign an authorization card without fear of retaliation (discipline/termination) by the Company.

In the days ahead, don't be surprised to see the Company change their approach to a kinder, gentler management style. They will tell you they've made some mistakes in their treatment of employees and positive changes will be implemented or are on the way. Some monetary bribes, such as wage increases or bonuses, may be offered to symbolize their sincerity. Stringent policies may be softened or eliminated all together to make the work place more "user friendly." This strategy will be used to make workers believe the Company isn't such a bad place to work after all. They really care about us. But don't be fooled! This will only last until the union is off the property. It's happened in the past – the givebacks and takeaways; and it will happen again if this cycle is not broken with a union victory and a union contract.

**Stand up and be heard. Sign an A-Card today.
Remember, when the time comes, Vote Union, Vote IAM!**

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