



## Air Transport District 143

OCTOBER 9, 2009

NW/DL ORGANIZING NEWS & INFO

You have received this message because you have registered your email address with the IAM District 143 email database.

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.

#### What Employers and Supervisors Cannot Do During an Organizing Drive

Your rights in a union organizing drive are protected by the Railway Labor Act, the federal law that governs labor relations in the airline and rail industries. **Management must respect your rights.**

- **They cannot** tell employees that they will fire or punish them if they engage in union activity.
- **They cannot** layoff or discharge any employee for union activity.
- **They cannot** bar employee union representatives from soliciting cards or membership during non-work time in non-work areas.
- **They cannot** ask employees about confidential union matters, for example, whether you have signed a card, etc.
- **They cannot** ask employees about whether they support the union or a union representation election.
- **They cannot** ask employees how they intend to vote.
- **They cannot** threaten employees or coerce them in an attempt to influence their vote or to prevent them from voting.
- **They cannot** tell employees that existing benefits will be discontinued if the employees vote for a union.
- **They cannot** promise or give employees promotions, raises, or other benefits if they vote against the union.
- **They cannot** prevent you from casting your vote.
- **They cannot** know how you voted.

If you feel your rights are violated at any time during the IAM organizing campaign, contact the local IAM representative immediately and they will advise you on how to proceed. If none are available, please call 1-800-544-1461, Extension 376.

**Know Your Rights! When The Time Comes ... Vote Union, Vote IAM.**

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