



Air Transport District 143

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NW/DL ORGANIZING NEWS & INFO

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A Seniority System of Substance

Delta management has been touting their fair and equitable seniority system with all the fervor of an "infomercial" pitchman. But let's examine that seniority system a bit closer.

Bidding. Management decides who will be awarded an open position among competing individuals for a specific location based on interview first, seniority second. It is not unusual for junior employee who are management favorites to get selected over senior qualified bidders with good work records. Ask any DFW reservation agent who recently experienced that process firsthand.

Bumping. Management decides the few cities you can exercise your seniority into even if you were senior to many employees at the vast majority of locations.

Published Seniority Lists. Let someone know if you've actually seen one at your location.

Recall Rights. Maybe – sometimes – or – who knows . . .

Now, let's compare that to an IAM-NWA union contract that is guaranteed, in writing, with enforceable language for the life of the agreement.

Local Bidding. An employee occupying a permanent position at a point who holds seniority in that classification of such position is eligible to file a preference bid for transfer at that point.

Local Award: Awards shall be made on the basis of seniority among eligible employees.

System Bidding. An employee who holds seniority in a classification is eligible to file a system preference bid.

System Award. The awarding of open positions by system bid award shall first be in seniority order.

Seniority Lists. . . shall be furnished (to the union) and shall be posted in each shop, hangar or facility on or before January 1 and July 1 of each year.

Exercise of Seniority. When it becomes necessary to reduce the workforce at any bid location, seniority shall govern.

☆ An employee will be permitted to exercise seniority at his/her point within [their] classification to displace the most junior employee in the bid location, on the shift starting time, with the regular days off of [their] choice.

☆ An employee whose seniority is insufficient to permit [them] to exercise seniority within [their] classification at [their] point will be permitted to exercise seniority within [their] classification at another point to displace the most junior employee . . .

Recall Rights and Seniority Protection. Guaranteed for up to 60 months by filing a simple form with the Bid Desk and renewing it annually.

Now, that's a seniority system of substance.

It all starts by filling out an A-card and returning it to the IAM organizer or mailing it in yourself.

And When The Election Comes

Vote Union ... Vote IAM!

**AM Air Transport
District 143
2510 Lexington Ave S,
St. Paul, MN 55120
* 651-688-2640
* Fax 651-688-7229**

**Email
iamaw143@aol.com**

**Website
<http://www.iam143.org>**

