

The Un-Voted Association and the Contract Debacle

The TWU-IAM Association has proven to be a complete disaster for the Mechanic and Related Craft/Class at the New American Airlines. Especially at the negotiating table. Let's review some of the facts:

- **According to 42 NMB No. 20 dated May 19th, 2015**

The **TWU and the IAM were both decertified by the NMB** and each of their respective certifications were terminated. And the Association was certified by the NMB as the Representative for the New American Mechanic and Related Craft or Class.

- The findings during the investigation recorded the following. The TWU-IAM Association agreements indicated the both the TWU and the IAM Constitutions gave Two men the Authority to enter into the Association Agreements. And the New American management did not object to the certification of the Association. **These two facts allowed for certification without a membership vote.**
 - According to the TWU-IAM Association Agreements the TWU and the IAM are defined as "Labor Partners" to the Association for the sole purpose of Dues Collection and Contract Enforcement.
 - According to the TWU-IAM Association Constitution there are only TWO members of the Association. The Presidents of the TWU and the IAM or their designees.
 - According to the TWU-IAM Association Constitution these two members are vested with ALL POWER AND AUTHORITY to carry out the objectives of the Association.
 - The purpose of formation of the Association was to save the IAM Pension Fund
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- **The Problem at the Negotiating Table**

The Mechanic and Related employees are placed within the "Ground Worker" Group for negotiating purposes. While being placed within the "Ground Worker" group at the negotiating table the economic pie value on the table is distributed by the Negotiators and it is clear the Mechanic and Related employees are being used to subsidize gains for other groups with the "Ground Worker" negotiations.

- The latest Association Negotiations update 12/14 complains about the year of service needed to get a 6th week of Vacation. No mention of the 7 weeks of vacation the UAL mechanics have. The Association position on 7 weeks of vacation was that if Mechanics get 7 weeks, all the work groups at the table would also get 7 weeks of vacation. 7th week withdrawn. This is just one example of how being at our own negotiating table without the other work groups would lead to a better contract.
- If you don't mind redistribution of your industry leading contract terms to other work groups then stick with the Association.
- By signing the AMFA cards and calling for an NMB election we can eliminate the Association, the TWU, the IAM, the IAM Pension, and the other work groups enjoying your piece of the economic pie. Secure a Union that only has to please one work group. Your Mechanic and Related work group!

SIGN THE AMFA CARD TODAY

For more information visit www.amfa-aa.com