

Rank-And-File UAL Teamsters - Mechanics and Related

800 SOUTH AIRPORT BLVD. | SAN FRANCISCO, CA 94128

March 27, 2013

Dear Brothers and Sisters at American Airlines and US Airways,

As you push forward in your campaign to win new representation with the Teamsters, we want to tell you our story and express our firm support for your Teamster organizing drives at American and US Airways. We are the original rank-and-filers who built the campaign capable of removing our weak union and bringing in the Teamsters. Now, we are proud to be represented by the Teamsters as mechanics at United Airlines.

Not too long ago, we were engaged in a similar battle here at United. We were being battered by bankruptcy, furloughs, station closures and outsourcing. We were beaten down by the company and many of us had lost hope over the situation knowing the company couldn't be stopped – at least not under the representation we had back then. Like US Airways mechanics today, we know all too well how weak our IAM representation was. We saw jobs outsourced and standards for our profession in a free fall thanks to a union that lost sight of its members' concerns and the will to fight for us. We felt powerless and disrespected. So we bought into the AMFA philosophy that their focus on the craft would mean better representation for us, but we quickly realized AMFA was worse than the IAM. Thousands of jobs were lost to outsourcing under AMFA's watch. They left us in a more vulnerable state while the company came after us during bankruptcy.

But like you, we took charge of the situation by starting a grassroots campaign to become Teamsters. Even before we had won Teamster representation, the Teamsters fought like hell to save the huge SFO maintenance base. 3,000 of our brothers and sisters kept their jobs because the Teamsters were able to do what AMFA refused to even try to do! Today, we have more control over our working conditions and we're seeing jobs that were outsourced by the previous unions return in-house. We have industry-leading scope language that protects us and has reopened stations in PHX, LAS, BOS, HNL, SAN, SNA and DCA. The Teamsters are rebuilding our workforce and our airline and we know they can do the same at American and US Airways. Watch the video we made about our story of success with the Teamsters at www.AAMXTeamster.org.

We write to you as mechanics who know firsthand what weak IAM and AMFA representation leads to. Our experience confirms that the Teamsters are the only union that is equipped and determined to fight and win for airline mechanics and related. In light of the merger between AA and US Airways, it only makes sense that mechanics at the world's largest airline be represented by the largest and most powerful union for aircraft mechanics.

We want to say specifically to our brothers and sisters at American that, while we have never experienced the representation of the TWU, our conversations with many of you tell a very damning story. We learned that your latest contract says you'll be waiting for six years until you can make what we make today at United. At UAL we make \$4.15 per hour more than you make at AA and almost \$3 per hour more than you make at US Airways. Our all in rate is \$4.09 more than at US Airways and \$3.43 more than at AA. UAL mechanics have seven more days of sick leave than AA mechanics, two days

more for paid leave, and three more paid holidays. Mechanics at UAL also have significantly more vacation time than mechanics at AA and US Airways. We have higher shift differential pay, more and higher paid premiums, and we pay less for insurance than AA mechanics.

On top of that, the TWU let the company shut down the AFW base. This is damaging to our profession – not just at AA but throughout the industry. It's clear the TWU has basically given up in its representation of AA mechanics. You deserve a union that won't betray you like the IAM and AMFA did to us and like the TWU is doing to you now.

At US Airways, we know that you have suffered poor IAM representation even while the airline has posted record profits. We at UAL remember what that was like. We know you have lost maintenance stations and jobs to outsourcing and weak representation. You've lost retiree medical benefits and taken pay cuts over the years. We think US Airways mechanics deserve a union that doesn't make its members pay dues while benefits fall to the bottom of the industry.

At a highly profitable airline like US Airways, there's simply no excuse for this kind of concessionary, unresponsive and apathetic union representation. But as we know from experience, the IAM lost the will to fight for us, whether the company is crying poverty in bankruptcy or pounding its chest about soaring profits.

We hope more of you will get involved in these campaigns that are so important to protecting our craft and our standard of living. Continue signing cards for Teamster representation. It was the right choice for us and will be for you and all of us in this industry. We are excited about this movement and look forward to welcoming you as brothers and sisters in the Teamster family and the Airline Division.

Fraternally,

“Dirty Dozen” - UAL Teamster Leaders

Rich Petrovsky - Lead Mechanic/IBT Business Agent

Paul Molenberg - Mechanic

Ralph Ortiz - Mechanic/IBT Ground Safety Chairman

Joe Schwirian - Machinist/IBT EAP Representative

Fred Wood - Machinist/IBT Grievance Coordinator

Jim Seamers - Machinist

Marc Hollingsworth - Machinist

Mark Gabriel - Mechanic/IBT Grievance Secretary

Ray Lindquist - Shop Inspector

Harvey Wright - Mechanic

Eddie Galleguillos - Mechanic

Johnny Pochop - Mechanic (with us in spirit)