

Now That We Filed For Our Election

WHAT'S NEXT?

What Does It Mean To File For Our Election?

We have asked the National Mediation Board to ascertain if we have a “showing of interest” and to hold an election. A “showing of interest” is met by having a majority of authorization cards of the entire bargaining unit within the AA mechanics and related workgroup. Once a “showing of interest determination” is made by the NMB, the Board will order a representational election for us at AA. This entire process is now in the hands of the NMB, the governmental agency which administers the Railway Labor Act.

What Has Happened Since We Filed?

Within hours of our filing, AA submitted its list of total mechanics and related in the bargaining unit who are eligible to vote. It is not unusual for carriers to submit this list very quickly because once the list is submitted its cuts off any unions’ ability to submit additional cards to the NMB.

What Happens Now That The Company Has Provided Its List?

Now that we have access to the company list, we have overcome a big obstacle that challenged us up to this point. Until now, the company and the TWU kept the list of furloughed mechanics a secret, which is highly unusual. Because furloughed workers have recall rights and many can still vote, not having this number prevented us from being able to accurately gauge our level of support among eligible workers. With the list now in our hands, we are working with Teamster data experts to analyze and determine the accuracy of the company’s list.

What Needs To Happen At The NMB Before We Get An Election?

It is common practice for an employer or a competing union to add ineligible workers to the list to “pad the list” or elevate the

numbers of employees, thus adding to the number of cards needed to have a “showing of interest.” While the numbers from the company list don’t appear to be as inflated as we thought they might be, the TWU may submit a list to the NMB. We can be almost certain that the TWU will submit its own padded list in an effort to undermine our “showing of interest.” In that case, the burden of proof is on the TWU to show its list is accurate. Legal support from the Teamsters is being deployed to help us challenge both AA’s and TWU’s list at the NMB.

How Long Will It Take?

The “determination of the showing of interest” is a process and can take a while as the company and TWU will be arguing to keep employees on the list. An order for an election could take as little as a couple of weeks or as long as a couple of months. We are all ready to vote for change, but we need to be patient and diligent during this time because the “showing of interest determination” is the next crucial step. When the “showing of interest” has been determined by the NMB, it can take a couple of weeks to set election dates.

What Happens Once The Election Is Ordered?

Once the “showing of interest” determination is made and an election is ordered by the NMB, a time period will be set as to when voting instructions will be mailed by the NMB to every eligible voter’s home. A set number of days will also be determined by the NMB as the official voting period. For a large election like this, the voting period could easily be 4 to 6 weeks once voting instructions are mailed to employees’ homes. During that period, we will be able to cast our vote by phone or computer. If you do not receive voting instructions, there is a process for requesting new instructions to be sent to the correct address. The date set as “Election Day” will be the day the votes are electronically counted by the NMB.

Until we get an election, it’s important that we all remain engaged and prepared to mobilize our ranks to turn out and vote for the Teamsters in the upcoming election. Then, after we vote in the Teamsters, we will immediately begin building our new union – putting a transition team in place, forming our negotiating committee, distributing bargaining surveys, electing new shop stewards and bargaining for a new strong Teamster contract at AA.

With the TEAMSTERS We Will WIN! Stand Together As We Begin Our New Journey With the Power of Teamster Representation!



AA Mechanics and Related for
TEAMSTERS

For more information, call the campaign hotline at 877-589-4951 or visit www.teamster.org/aamx