



VOTE TEAMSTERS YES!

THE UNION DIFFERENCE

A Teamsters contract gives Republic Airways maintenance and related workers protection, predictability, and a real voice at work. Nonunion workplaces rely entirely on management discretion. **With a union, you have power – without it, you don't.**

During the contract negotiation process, the Teamsters Airline Division will provide expert airline maintenance technician negotiators, attorneys, economists, and actuaries as well as any additional resources that may be required to negotiate your legally binding contract.

All members will be polled so that the negotiating committee – made up of rank-and-file members – know what is important to you and your family. **You will not pay dues until your contract is ratified by you and your fellow members.**

WITH A UNION CONTRACT YOU GAIN:

- A voice at the negotiating table with a rank-and-file member committee
- Negotiated and guaranteed pay rates, work rules, health care, and retirement benefits
- Just cause protection – you are no longer an at-will employee, and your job can't be taken away unfairly
- Grievance and arbitration processes for discipline or contract violations
- The support of Teamsters pilots and flight attendants at Republic Airways and 1.3 million members across the Teamsters Union

NEGOTIABLE WORK RULES WITH UNION REPRESENTATION:

- Overtime and pay procedures
- Sick time, vacation, and personal time policies
- Hours of service
- Field trip policy
- Grievance and discipline procedures
- Safety and health guidelines