

Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

February 6, 2008

Dear Sisters and Brothers,

The airline industry is abuzz about the prospect of two or more major airlines merging. Money-merchant hedge funds are pushing for airline consolidations so they can receive a windfall of cash in a merger, but they don't have a lot of company.

However, employees, airport authorities, passengers, small communities and aircraft lessors are just some of the groups that are usually harmed in mergers. The Machinists Union has been meeting with key members of Congress and the U.S. Senate to convey our concerns in any merger scenario. The elected officials we have spoken with share our apprehension and have indicated they would hold hearings on potential mergers. From our discussions with politicians, we believe that there is widespread bi-partisan opposition to airline consolidations.

The IAM's Merger Team has been active since 2006 evaluating potential mergers. The Merger Team consists of attorneys, economists, Transportation District Lodge Presidents, IAM lobbyists and Transportation Department staff.

The Machinists Union has assessed the impact of these potential mergers and determined that any of the combinations proposed would have an adverse effect on the cities the airlines currently serve, the flying public, and the employees that have given major concessions to allow these airlines to continue flying. We will do whatever is legally possible to protect our members' contracts and their pensions.

Even if two airlines agree to merge, the merger's successful completion is far from guaranteed. The Department of Justice must approve any merger and the Department of Transportation will evaluate any proposal for its impact on the public. A final decision could take more than a year. It took 15 months for the proposed United Airlines – US Airways merger proposal (which the IAM opposed) to unravel and die.

If an IAM-represented airline merges with an airline whose employees in comparable work groups are not represented, IAM representation, and thereby every aspect of your contract, may be in jeopardy. The same holds true if the other airline's workers are represented by a different union. Which union contract, if any, will protect the combined workforce would be an unresolved question for some time.

The IAM's longstanding official policy is to integrate seniority by the date of hire into the classification, regardless of which airline or union an employee comes from. Not all unions have this policy, and former IAM members have lost decades of seniority after merging under other unions' policies.

Members have asked what they could do to ensure they have the protection and guarantees of an IAM contract after a merger. There are two ways every member can defend themselves. The first is by remaining a solid, undivided workforce. Our solidarity cannot be questioned. If airline management senses the least bit of fracture among the membership they will use it to their advantage. Unity and solidarity among all Machinists Union members will help your IAM representatives protect you in a merger.

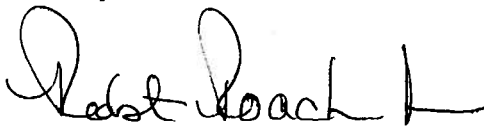
The second is to help us organize workers at Delta, Continental and AirTran. The IAM has active campaigns underway for Delta, Continental and AirTran Ramp Service, Customer Service and Reservation employees. Organizing these workers before a merger can protect our current membership by ensuring you have a voice in the workforce integration process no matter which carrier survives. Visit www.goiamnow.org or contact your local organizing committee for information about these campaigns.

The Machinists Union was the only labor union invited to testify before the Senate Commerce Committee last January when that committee investigated industry consolidation. The IAM has remained in contact with key lawmakers so our members will have support in Congress if a merger is proposed. We have been in contact with the CEOs of every airline rumored to be a merger candidate. Each airline district president has been intimately involved in formulating our defense strategy. If a merger is announced, your union is prepared.

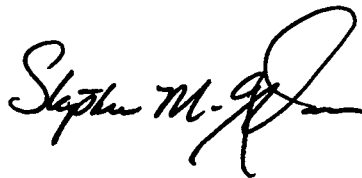
We have been through de-regulation, multiple bankruptcies and previous industry consolidations. Our strength is our solidarity, and our solidarity will see us through whatever lies ahead.

Monitor IAM bulletin boards and websites for merger information as it becomes available.

Sincerely,



Robert Roach, Jr.
General Vice President



Stephen M. Gordon
IAM District 143 President/Directing General Chair



Randy Canale
IAM District 141 President/Directing General Chair



Tom Higginbotham
IAM District 142 President/Directing General Chair

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