

## What To Expect

When flight attendants at Delta tried to unionize in 2000 they faced a no holds barred effort by Delta management to stop them. Even the anti union NMB members were “troubled” and “disturbed” by Delta’s activities, according to a majority NMB opinion on Delta interference. Of course, these members decided to do nothing about Delta’s “troubling” activities.

So what did Delta do? A member of the NMB, who offered a minority opinion, describes it. “In a document dated April 5, 2000, authored by Delta, the carrier carefully coordinates its activities with those of the Freedom Force [a group of anti union Delta flight attendants]. Indeed, in a seven week “campaign calendar”, the carrier mentions the Freedom Force as follows: Week 1, ‘Coordinate with the Freedom Force on ways to be more aggressive and effective.’ Week 2, ‘Provide continued support and assistance where legally possible to the Freedom Force.’

It goes on. “Week 3, ‘Evaluate and educate Freedom Force with facts and information key to reaching large numbers of flight attendants.’ Week 4, ‘Help Freedom Force learn effective use of Guarantee Sheet.’ Week 5, ‘Flood system with Freedom Force material.’ Week 6, ‘Continue to distribute Freedom Force materials and Guarantee Sheet.’ Week 7, ‘Provide any necessary support to Freedom Force.’

During the 7 week anti union campaign “witnesses testified that while AFA literature was removed from the employee lounges, Freedom Force material was left undisturbed...Delta stepped up supervisory presence in the crew lounges during the

campaign and particularly when employees were distributing pro-AFA literature.”

Delta supervisors didn’t stop there. The NMB minority opinion goes on, “Another Atlanta witness stated that during the election supervisors were always in the lounge handing out pizza, breakfast and snacks...Witnesses spoke of supervisors taking notes and photographs of activists and other flight attendants while activists were in the lounge.”

During the 2008 election 114 complaints were filed by flight attendants against Delta for carrier interference. Delta’s method of operation had not changed and still hasn’t.

If and when you witness managers removing IAM material from break rooms, asking you or others to remove union buttons and lanyards from your person or promoting activities that intimidate or coerce you or another worker, please fill out a carrier interference form. These are available in the Shop Committee Office.

Why does Delta spend so much time and money on trying to defeat the IAM and AFA? A recent Wall Street Journal editorial complaining about the possible change in rules for NMB elections hits the nail on the head. “The airline industry is already in enough financial trouble without being strong armed to bear the additional costs of greater unionization.”

In other words, when workers have a union they do better. The fight to unionize Delta is the front line of the battle to save working class America. This country does best when we have blue collar jobs that are career jobs, jobs that help raise families. That is what this fight is about. That is why Delta will spare no expense to stop us.

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