

## **Q and A on Union Election**

At the recent IAM Transportation Conference held in New York City, participants heard a presentation about election procedures from NMB staff. Afterwards, we met with IAM attorneys in a question and answer session about how those procedures will apply in the Delta elections. We present a synopsis of that discussion below.

### **Is it true that the NMB will only allow one large group to conduct an election at a time?**

The NMB will allow all groups to file for an election when the union feels Delta is one carrier for that class and craft. However, the NMB does not have the resources to run multiple large elections at one time. For example, the AFA filed for the flight attendants in July and the IAM filed for the baggage handlers or fleet service group two weeks later. The NMB will likely stagger those elections so they are not running at the same time.

### **What kind of time frame are we looking at before we can have an election?**

The NMB is investigating whether or not Delta and Northwest are a single carrier for the class and crafts that the IAM filed for. Once it makes such a determination, the IAM will have 14 days to show that it has support from 35% of the combined class and craft of fleet service at both airlines. All IAM members at NWA are considered part of the necessary 35%. Additional support is shown when Delta workers sign union authorization cards. Once sufficient interest is shown, Delta must provide the NMB with a list of all those employees eligible to vote. The NMB allows a 4 to 8 week period for the union to challenge names on the carrier's eligibility list. Once

the NMB authorizes an election (which sometimes occurs after the challenges to the list are completed and sometimes before), the NMB will mail out voting instructions. The voting period is likely to last between 5 and 8 weeks. The fact that the AFA filed ahead of the IAM could delay the scheduling of our election.

### **What rights do employees have once the union files for an election?**

Federal Law gives all employees:

The right to join a union and ask others to join.

The right to attend union meetings and ask others to attend.

The right to distribute union material in non work areas, during non work times.

The right to encourage others to support the union, as long as it does not interfere in work functions.

### **Can supervisors interfere in union activity?**

No. Supervisors must not intimidate, coerce or threaten you in any way for union activity. If this happens, fill out a carrier interference form, available from the Shop Committee. You should expect that Delta will urge you not to vote in the upcoming election. This is because every eligible voter who does not vote is counted as a vote against the union.

### **How will the election be conducted?**

NMB elections use telephone and internet voting. The NMB will mail you voting instructions with an individual voter identification number (vin), as well as a pin number, that will allow you to vote by phone or online. If you do not receive instructions in the mail by the 5<sup>th</sup> voting day, you should request a duplicate ballot from the NMB, not from the Company.

---