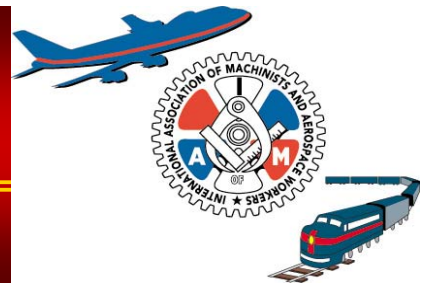


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## **NMB Hears Compelling Comments on Proposed Voting Rule**

More than thirty people spoke at the National Mediation Board's December 7, 2009 public hearing on its proposal to implement a fair representation election voting process for air and rail workers under the Railway Labor Act (RLA). Current NMB rules count eligible voters who do not participate in the election to have voted against union representation. General Vice President Robert Roach, Jr. testified on behalf of present and future IAM members.

“The question is not whether the current and proposed voting processes favor unions or carriers; unions and carriers do not vote in representation elections,” said Roach. “The only question for the NMB to consider is which process is the most fair to the working people involved and impacted by the election. The NMB should support a process where each person has the opportunity to choose for themselves if they want to vote ‘yes’ or vote ‘no’, and those who abstain from voting for whatever reason do not influence the outcome of the election.”

The three members of the NMB did not question any of the speakers, nor did they make any comments on the proposal. The speaker list included union representatives, rank and file workers, various industry trade groups and a small army of anti-union attorneys. The only airline to speak out directly against the proposed rule change was Delta Air Lines who argued that if the proposed rule is adopted, they should be the only airline exempted.

Marianne Bickler, a former Delta flight attendant supervisor, provided compelling testimony of how she was trained to intimidate flight attendants in a previous union organizing drive. “We were given anti-union fliers to ensure they were stocked and present in the lounges. We collected any union information in the lounge area and threw it away. We conducted intimidating one-on-one meetings behind closed doors with flight attendants to tell them not to join the union. We stood near AFA activists when they were speaking to other flight attendants to intimidate them. Delta kept as many flight attendants as they could on the seniority list to manipulate the current voting system. In simple terms: the more ‘flight attendants’ on the list, the greater amount of no votes. After all, under the current rules everyone begins as a no vote.”

“The Railway Labor Act was designed in such a way that the carrier was not intended to be a party to the representation dispute; carriers were to remain neutral,” said Roach. “Today, with the carriers no longer a neutral party in the election process, the current system is rigged against representation and needs to be corrected.”