



# IAM 4 REPUBLIC MECHANICS

## THE TRUTH ABOUT FIRST CONTRACT NEGOTIATIONS

When our representation election is granted and our voting period begins, we are undoubtedly going to hear many misrepresentations and untruths by Republic management and their law firm, Ford and Harrison, regarding first contract negotiations. They will say things like, “negotiations could take years, the IAM can’t guarantee anything or we could even lose things that we have today.”

The truth is we will start negotiations from where we are today and will go forward. Upon certification we will immediately notify the Republic management and the NMB of our desire to expeditiously enter into negotiations to successfully obtain the first agreement we have earned and deserve. For the first time, we will have a voice and vote regarding our terms of employment.

There is not one example of any IAM first contract in the airline industry that has gone backwards. That is because when the workforce is unified for the singular goal of achieving a fair contract, we have the power to achieve such a contract. Also, federal law mandates that management negotiate in “good faith.” The definition of “good faith” as it pertains to negotiations under federal law means to deal honestly and fairly with one another so that each party will receive the benefits of a negotiated contract. It doesn’t mean to lose things in negotiations.

Don’t fall for the upcoming management scare tactics. Management does not want us to unionize because they know that if we do, we will gain power that we currently do not possess.

If we remain unified, we will gain power and fairness on the job.



***Unity. Power. Fairness***

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