



IAM 4 REPUBLIC MECHANICS

UNCERTAINTY AND RISK: EXPECT REPUBLIC MANAGEMENT AND ITS HIGH PRICED LAW FIRM FORD AND HARRISON TO ATTEMPT TO FEAR MONGER WHEN A VOTE IS FINALLY AUTHORIZED

As we wait for a representation vote to be scheduled, we should fully understand the tactics Republic management and its expensive law firm consultants, Ford and Harrison, will utilize to keep us without power and without a legally binding contract.

The central tactic that they will employ is fear and risk. They will say that if we vote yes to form a union, things could get worse. They will undoubtedly claim that what we have now is at risk if we enter negotiations for a first contract. These claims are always made by every company facing a union representation election. They are bunk.

Ask yourself these questions: Would a negotiating committee of Republic AMTs agree to a contract that is less valuable than what we have now? Would Republic AMTs vote for a contract that doesn't address our needs and provide value above and beyond what we currently have? Obviously, the answer is NO.

The reality is, when we form a union and enter first contract negotiations, Republic is required by law to negotiate in "good faith." In rough terms, negotiating in good faith means negotiating in a way that is likely to yield an agreement. Bad faith means just going through the motions for the sake of appearance, or even making moves to spoil the process, which is illegal under the Railway Labor Act. The IAM will hold Republic management's feet to the fire and ensure they are compliant with federal law.

The fact is, no IAM first contract in the airline industry has decreased the value of new organized groups' terms of employment. The reason? When a group of workers speak with one voice, form unity and demand a fair contract, it results in just that. A FAIR CONTRACT.

So, when Republic and their lawyers ramp up their fear mongering campaign to keep us without a voice and a vote, please know that it's just scare tactics not based in reality or the law.



Unity. Power. Fairness

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