

USA3000

Flight Attendants for AFA-CWA 

August 20, 2009

Dear Flying Partner:

We write today with exciting news — soon, we'll have the opportunity to vote on becoming members of the largest and strongest flight attendant union in the world, the Association of Flight Attendants (AFA-CWA). By voting YES to joining AFA-CWA, we will have a legal voice to negotiate a contract protecting our pay, working conditions, benefits and a broad scope of other workplace issues. As members of AFA-CWA, we will no longer passively sit by as others determine how we are paid, what kind of benefits we will have or what scheduling rules we must live under. As AFA-CWA members, we will take our seat at the bargaining table and have the power to define our profession at USA3000.

The campaign to join AFA-CWA is being run OF, BY and FOR 'us', USA3000 flight attendants. By coming together and speaking with one voice, we are able to reach consensus on important flight attendant issues which we collectively want addressed or improved. Some of the issue we have heard from you (our flying partners), include:

- Maintain our current pay structure (not going to block time).
- Increased Pay and Duty Protections.
- Policies and Procedures which can't be arbitrarily changed. You have told us that you want clear contract language that is followed and can be enforced.
- Deadhead (DH) — our current DH time is way out of line and is not being paid as duty time when it is part of our pairing on our own airline. Many of you believe this needs to be fixed and we agree.
- Secure Schedules — which can't be changed after published to suit the company. Likewise, we want to secure our days off so that plans we make with our loved ones are recognized and honored by our Company.
- Better Notice of Schedules — we believe it is unreasonable to receive our schedules with only a 7 day notice before a new bid period.
- Personal Day Requests — many of you have told us that you have been denied personal days when you have requested them. We believe this needs to be changed.
- 401K Plan/Pension — several flight attendants would like to see improvements to our current 401k Plan or consideration of a Defined Benefit Plan.

Naturally, there are thousands of issues that can be addressed in negotiations, and this list is not all-inclusive. In fact, if we win our campaign to join AFA-CWA, we will be conducting a comprehensive survey of all USA3000 flight attendants — in order to expand the list above and to prioritize the issues important to us. Please know that as new AFA-CWA members, we will not be required to pay ANY union dues — until we have negotiated and voted to approve our first contract.

In order to win this campaign, each of us must be committed and prepared. For example, we just learned that

USA3000 decided to hire an outside third-party law firm to conduct an anti-union campaign — so it will be imperative that each of us know what will be said or done in the effort to derail our goal of joining AFA-CWA. For this reason, we have enclosed a brochure entitled “Our Airline Executives Said ...”, which will help you anticipate what will be said and done during this campaign by management or its hired third party. We believe that if you understand what might be said in the campaign, and if you understand the real reasons ‘why’ these third parties advise our management to say them, that you will be better prepared to not fall into the trap of second-guessing our ability and right to become member of AFA-CWA.

We have also enclosed a brochure entitled “Still Making Up Your Mind?”, which includes a comprehensive list of questions and answers that commonly arise in a campaign to secure a legal contract. If you have a question that is not covered in this brochure, we invite you to contact any one of us.

In closing, if you have not sent in your own AFA-CWA card, we have enclosed one for you. Please complete and mail it soon. If you are currently on any kind of leave, please still send in your card, as we believe you will be able to participate in the upcoming election. As part of our commitment of keeping you informed during this vote, we will continue to email or snail mail you over the upcoming weeks. In the meantime, we thank you for your support and we look forward to working with each of you to improve and secure our career as USA3000 flight attendants and members of AFA-CWA.

In unity,
USA3000 AFA-CWA Steering Committee

Aimee Herman, RSW
Kimberly Pierce, PHL
Brent Chelkonas, PHL
Sue Evanson, STL
Dario Torres, ORD
Joanna Park, ORD
Ashley Driemeyer, STL
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