



QUESTIONS AND ANSWERS ABOUT THE IAM'S WITHDRAWAL OF ITS FLEET SERVICE SINGLE CARRIER APPLICATION

1. Why is the IAM withdrawing its single-carrier application for fleet service employees?

Because Delta refused to allow the fleet service application to proceed on its face. Instead, it insisted that the National Mediation Board (NMB) address fleet service, passenger service and office & clerical union representation issues at the same time. However, the NMB cannot legally address passenger service and office & clerical issues until Delta and Northwest are in fact operating as a single carrier for those classifications. Since Delta is insisting that the Board resolve issues for all three separate classifications at the same time, the IAM was forced to withdraw its application for fleet service employees until the other classifications are a single transportation system.

2. Delta says the IAM wants to leave behind 20,000 employees, is this true?

This is absolutely false. In fact, the NMB has found in past elections that misrepresentations constitute unfair carrier interference in the election process. Accordingly, we do not believe fleet service employees, office & clerical employees or passenger service employees could have a fair election under present conditions.

3. When will the IAM re-file for fleet service and the other classifications?

The IAM will file for fleet service, passenger service and office & clerical employees when the taint from Delta's misstatements has dissipated and when all three crafts and classes are each operating as a single carrier for representation purposes. The IAM believed Delta and Northwest were already operating as a single carrier for fleet service employees, but Delta's insistence on linking the three groups together is delaying the process for fleet service employees. The IAM will file for stores clerks separately when both Northwest and Delta stores groups are operating as a single carrier.

4. Why is Delta trying to combine different work groups?

Both the IAM and Delta agree that the three classifications are independent and should remain so. When it comes time for the NMB to investigate them, the investigation for each craft or class will proceed separately. However, Delta is insisting that although the groups are separate, their issues should be reviewed at the same time. Their argument stems from a unique and decades old determination under which all three Northwest crafts and classes were assigned the same NMB certification number.

5. How does the IAM determine when a particular work group is operating as a single carrier?

Our determinations are based on information we received directly from Delta executives, the carriers' public filings, its public statements, and information provided by Delta and Northwest employees.

What has been happening since the IAM filed its single carrier applications in August?

Delta significantly delayed this process by challenging every application the IAM filed in an effort to prevent any elections from ever taking place. This has required months of briefings to the NMB. Delta has challenged not only the IAM's fleet service filing, but it is also trying to prevent an election for flight simulator technicians by claiming they belong within the mechanic & related class and is asking the NMB to extinguish the IAM's certification for plant protection employees. We are working diligently to get all representation matters to the NMB as promptly as facts and circumstance allow.

6. Why is the IAM not withdrawing its application for plant protection and flight simulator technicians?

Delta has not tried to tie these groups to other groups that are not yet operating as a single carrier. Therefore, the NMB is legally able to resolve representation issues for these groups. Although this process began in August, there is no timetable for when it will be concluded. The NMB is not restricted by any pre-set schedule.

7. Will the IAM's withdrawal mean fleet service may vote under different voting rules?

The Transportation Trades Department of the AFL-CIO asked the NMB to change its voting procedures to allow only those who actually participate in an election to determine the outcome. Whether or not the NMB will ultimately modify their current procedures to make voting more democratic is unknown. If they alter the current process, what those changes may be, when it may take place and which elections it may apply to are also unknown.

8. What does the IAM think of the AFL-CIO's request for a rule change?

Although the IAM is confident of our support and prepared to proceed with elections under the current procedures, those procedures are nonetheless patently unfair to employees. Any electoral process where people choose to abstain from voting, and who are thereby automatically considered to have voted no for the union, is as unfair a process as one where those who do not vote are automatically considered to have voted for unionization. In the United States, elections are determined by those who cast ballots.