



**IAM**  
UNION

International Association of Machinists  
& Aerospace Workers

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## **IAM UNION URGES UNIFI AVIATION TO RESPECT WORKERS' DECISION TO UNIONIZE**

We demand that Unifi Aviation stop delaying and start negotiating in good faith with approximately 500 Unifi workers from California to Connecticut who have democratically chosen to join the IAM Union (International Association of Machinists and Aerospace Workers).

These workers—baggage handlers and ground service employees—are essential to keeping our aviation system running smoothly and on time.

Yet many face low and stagnant wages, poor benefits and difficult working conditions. That's why they joined the IAM UNION—to gain a real voice on the job and livable wages.

After already enduring stall tactics during the election process, winning an election for representation and being certified by the National Labor Relations Board (NLRB), these workers are now facing more delays. Unifi has shifted gears to try to continue to thwart these workers from having the representative of their choice. Now Unifi is refusing to negotiate a first contract instead of meeting its legal obligation to bargain in good faith.

This is unacceptable.

Unifi operates at more than 180 airports and supports major airlines—including carriers where hundreds of thousands of IAM Union members, and other union members, work every day. These workers deserve to have decent wages and benefits while keeping America's transportation system running.

Workers have done their part. They organized. They voted. They won.

It's time for Unifi to do its part.

### **We Demand that Unifi Aviation:**

- Respect workers' decision to unionize
- Stop delay tactics and bargain in good faith immediately
- Demand the NLRB force Unifi to bargain while all appeals are being adjudicated
  - Management is attempting to stall contract negotiations by claiming they are essentially an airline, rather than a ground handling company. As recently as December 2024, the National Mediation Board (NMB) firmly ruled that ground handling companies like Unifi are not airlines and do not fall under the Railway Labor Act (RLA).
- Reach fair first contracts
- Delays only prolong injustice

That must change—now.

We stand with Unifi workers in their fight for fairness, dignity and respect.