



AMFA – AA Organizing Committee

We would like to discuss with you the IAM's dishonest attempt to hold on to your dues by extorting your health benefits with their Article 29 (Poison Pill). We have been in contact with two well respected labor law firms, both believe it is in violation of the status quo and would therefore be illegal and unenforceable if we change representation to AMFA.

As you all know our unions fall under the Railway Labor Act (RLA) which is administered by the National Mediation Board (NMB). The primary responsibility of the NMB is to ensure uninterrupted transportation of goods and commerce. They do this by enforcing the status quo and therefore our contract does not expire, it just becomes amendable and we must go through NMB mediated negotiations and sanctioned cooling off periods before we can strike.

If you read Article 29-paragraph H, it states that the company **MAY** change the LUS health care if union representation changes. What it does not say is that it **WILL** change, the labor lawyers believe this was careful worded not to violate the status quo. To say that something can happen, is not the same as saying it **WILL** happen.

Both firms agree that the longstanding precedence that says the status quo must be maintained and that the contract is between the company and the employees, it is not between the company and the union representation. If the company tries to change our contract in anyway it would be considered a change in the status quo and in their opinion would trigger a dispute under the Railway Labor Act.

The thing we believe you should think about is that if the status quo can be changed, when we change union representation then why just change the former LUS insurance, why not pay rates and vacation-holidays that apply to all of us. We believe the answer is simple, not only was this designed to prevent LUS mechanics from signing AMFA card, but it was also to divide us with the ideal that the LAA mechanics would not back you up, to keep your insurance. Rest assured your AMFA organizers and supporters on both sides believe that we need to be in ONE union, not two separate unions constantly fighting each other. With the help of AMFA National, we will do whatever is required to enforce all articles of our contract with anything from arbitration to litigation.

Visit us at: www.AMFA-AA.com

In Solidarity
AA Organizing Committee