

FAQs for the Authorization Card Titled:

REQUEST FOR INTERNAL AFL-CIO REPRESENTATION ELECTION FOR THE EMPLOYEES COVERED UNDER THE TWU/IAM ASSOCIATION AND AUTHORIZATION TO REPRESENT

1. What is this card?

This card is a call to the AFL-CIO to hold an internal election between the TWU and the IAM for the sole representation within the Association. The effort to obtain an internal election began at the TWU International Convention in September 2021 when TWU Local 514, 567, and 591 Presidents Danker, Reaves, and Schaible took the problems related to the Association to the convention floor.

2. Explain what those efforts at the TWU International Convention were.

The efforts were two-fold:

One, to bring awareness to the entire convention body the level of the strife we have dealt with since one man, former TWU International President Jim Little, signed this arranged marriage of the Association without a vote in 2013.

Two, was to formally and publicly, on the biggest stage possible within the TWU, to request and demand that the TWU International work to find a way out of the Association. These efforts are the result of trying to represent Association Members for the prior 18 months (now 24 months) since ratification of the JCBA under the imposed Association that has two Unions which are fundamentally incompatible.

3. Explain what those TWU and IAM incompatibilities are.

The IAM is an extremely top-heavy organization, so much so, that their Locals receive a minimal amount of the dues from their Members. This is a big reason why their Locals cannot pay their representatives in many locations or provide effective representation and other tangible benefits for their Members like the TWU Locals already do. This is not a slam or a knock on those IAM Local Reps who sincerely try, but simply lack the support structure to do their job. The TWU by comparison, and more so than ever before under TWU International President Samuelsen, pushes Local Autonomy. Local Autonomy does not fit well with the IAM or in this Association. In this Association it basically looks like the constitution and working rules that were written by the top-heavy organization.

4. Why the AFL-CIO?

The main reason is that the AFL-CIO under former and late President Richard Trumka, the AFL-CIO was the primary driver, simply to avoid another post-merger Union conflict, which caused the Association to be created without our input or approval. We are hopeful and optimistic that the new leadership in the AFL-CIO under President Liz Shuler will be willing to consider the opinion of the AFL-CIO Members and correct the previous decision.

5. Will the AFL-CIO listen?

Although it would be in the best interest of the AFL-CIO and the two Unions to listen, if the AFL-CIO chooses to ignore the will of this Membership, one and/or both of the Unions and/or the AFL-CIO would be in denial that their Memberships won't continue to organize to leave the Association and the AFL-CIO.

6. What if they say no?

The very reason, the Richard Trumka letter, dated 4/23/2013 essentially stated for the two Unions to 'play nice in the sandbox' will simply fail because the membership will continue to explore avenues to get out of the Association, and out of an AFL-CIO Union.

7. Why Now?

In reality this is the first time we've had the opportunity. Before now, we were in contract negotiations, we effectively worked as two independent Unions with two independent CBAs. Once the JCBA's were ratified we were tasked with implementing the JCBA's. Since the ratification of the JCBA, and thankfully the pandemic appears behind us, and significant efforts to work with other Union continue to flounder, it is clear that the two Unions are basically incompatible.

8. What if I prefer to be in the Association with both Unions?

We respect the voice and position of each Member, but we do ask that you sign the card and provide all Members the opportunity to voice their opinions on this important issue.

9. What happens to my seniority?

Your seniority is protected by the JCBA's and will not change because of this.

10. Is this just for Mechanics, or is this for all Association members?

It is for every Association Member within each Craft or Class in their respective JCBA.

11. By demanding a vote could we end up with no Union?

No, the goal is to call upon the AFL-CIO to remove one Union or the other Union from within the existing TWU/IAM Association by providing the opportunity for a vote.

12. Why not appeal to the NMB now?

The National Mediation Board has already certified the Association, and historically has not reversed prior determinations. This is an internal Union reorganization effort, with the goal to call upon the AFL-CIO to remove one Union or the other Union from within the existing TWU/IAM Association for all current representation purposes and future negotiation purposes.

13. Is this a raid?

No, on the contrary, since the TWU/IAM Association is not an actual AFL-CIO affiliate, this is not actually a raid. We're simply asking for the basic American right to vote for who actually represents us within the Association.

14. Can I get in trouble for signing this card?
No, this is a protected action and we are only asking the AFL-CIO to correct a previous decision that the AFL-CIO weighed in on heavily at that time.
15. Why is it a blue card?
The card is blue to easily distinguish it from any other previous recent representation campaign and/or dues check-off card and Membership applications.
16. Is it an official NMB recognized election?
No, this is internal to the TWU/IAM Association, and would not alter the NMB determination which established it. This would only alter the internal structure within the Association with the removal of one of the Unions, with the Association still holding the NMB certification.
17. What will happen to the defeated Union?
This vote will send the AFL-CIO the necessary signal that the defeated Union needs to be fully and completely removed from within the existing TWU/IAM Association for all representation and negotiation purposes.
18. Will this change the Javits decision?
No, unfortunately that decision is final and binding.
19. Why didn't we get a vote in 2014?
For the TWU Membership, former TWU International President Jim Little decided unilaterally to surrender our NMB certificate without the promised internal vote, prior to the NMB certifying the Association. Without an intervenor before the NMB, there can no vote.
20. Who will receive the cards?
TWU Locals 514, 567, & 591 are collecting the cards to be presented to AFL-CIO President Liz Shuler.
21. Is this endorsed by the TWU and IAM International Unions?
No, this is a grassroots movement by TWU Locals at the urging of both TWU and IAM Members while exercising Local Autonomy afforded to TWU Locals.
22. Is this for AMFA?
No.
23. What will happen to my IAM sponsored pension?
The IAM pension is a multi-employer pension, and is protected by both the JCBA's and federal law.

24. What will happen to my IAM medical?

The IAM medical is currently protected by the JCBA's. While currently it is scheduled to sunset when the JCBA's become amendable, it is expected that the prevailing Union will continue pursuing that same medical option for all Members.

25. Is the IAM in favor of having a vote?

There has been no indication from the IAM District or International leadership, however we have heard from their Members loud and clear that they want a vote.

26. What if I don't want to sign a card?

That would mean you are okay with the status quo of having both TWU and IAM as partners in the Association.

27. If an election happens and one Union wins, what happens to the other Unions Members?

The expectation would be that they would become Members of the Union that prevails.

28. How many cards are needed?

There isn't a specific official count "need" like in a government mandated NMB campaign. Obviously, the goal is 100%, or as high as possible, to show overwhelming support to the AFL-CIO.