

American Airlines' management will say....

“If you get a union, you will lose what you have!”

Employers lie about what a Union Contract really means. At American, top executives hate the thought of Agents getting a union and bargaining rights just like American's pilots, flight attendants, rampers, and mechanics currently have. They don't want to bargain with any other employees.

When Agents organize, management will be required, by law, to sit down, listen to their concerns, and negotiate with them over pay, benefits, working conditions, and company policies. No more imposing working conditions.

A union means bargaining power. For Agents at American, a union means getting bargaining power and the right to negotiate a contract with management, enabling workers to begin to share in their airline's success.

A contract holds management to its “promises.” Companies try to get workers to vote against unions by asking for a “second chance” and promising improvements in their working conditions. Without a union bargaining rights, there is no way Agents could make American Airlines follow through on any of the promises that it will make.

A contract is legally binding. Gains Agents negotiate in their first contract at American will be legally binding, meaning that management could not impose working conditions like it does now. If managements wants changes, they would have to negotiate them with Agents.

A union contract means gains, not losses. Companies try to get workers to vote against unions by claiming that they will “lose everything” they currently enjoy and that conditions would be worse. This doesn't make sense. Agreements workers reach with management in contract negotiations must be approved by the workers before the contract goes into effect. American Agents would never approve a contract that makes their conditions worse.

Negotiations take time, and it's worth it. Employers claim unions aren't worth the trouble because it can take years for management and workers to reach an agreement. The bargaining process is often lengthy, taking months and sometimes more than a year. However, the protections workers get from having a union is well worth it. And during bargaining, management can't take away Agents' benefits or working conditions.

All other American workgroups have a contract. Pilots, flight attendants, rampers, and mechanics at American Airlines have a union contract that protects and maintains working conditions that they negotiated with management. Bargaining is often tough for them, but ask any of them whether they would give up their bargaining rights and let management decide what they deserve.

A union would end “local procedures”. Finally, having a union contract for Agents at American Airlines would end management's ability to institute different “local procedures” regarding a whole range of policies. A union contract would demand that the company's procedures are uniform.

CWA.

THE VOICE OF 60,000 AIRLINE WORKERS