



## **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

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Dear American Airlines Mechanics & Related Employees:

It has been almost a year to the day since we started receiving your personally signed Authorization for Representation cards. We're proud to announce that today, on your behalf, we filed your cards with the National Mediation Board (NMB). At the Aircraft Mechanics Fraternal Association (AMFA), we understand your frustration is high with your current representation and we are honored to have the opportunity to become your chosen representative, pending a successful representation election.

We would like to thank you for placing your confidence in AMFA. We appreciate all of your hard work and would like to particularly recognize the diligence of your grassroots AA Organizing Committee. This New-American Airlines (AA) card drive over the last year is a major accomplishment, and the AA organizers' grass-roots efforts have earned full credit for this moment in history. These dedicated individuals have done an impressive job and kept records and research dating back more than two decades to get us to where we are today.

Now that we have filed, the NMB, the federal government's regulatory agency, will begin its investigation period. Due to COVID restrictions we may see some normal timelines affected. Over the next several days, the NMB will assign an NMB Docket Number and an Investigator. American Airlines will be required to provide a list of potential eligible voters and signature samples for each employee on the list. Then, over the next several months the NMB Investigator will, among other things, conduct an investigation of the authenticity of your overwhelming number of signed authorization cards. The Investigator will also assess the eligibility of voters based on determination of the Mechanics and Related Employees Craft or Class to ensure that a majority sought an election for union representation. And finally, the investigator will schedule dates and deadlines for the distribution of voting instructions for a Representation Dispute Election, which will be conducted by Telephone and Internet.

Again, we would like to thank all of you who have participated in the grassroots efforts to collect Authorization for Representation cards from the professionals that fall under the Craft or Class of Mechanics and Related Employees of your Title I, Title II, and Title IV workgroups: Aircraft Maintenance Technicians (AMT), Overhaul Support Mechanic (OSM), GSE-Automotive Technicians (GSE), Aircraft Machinists, Aircraft Welders, Facility Maintenance Technicians (FMT) Aircraft Cleaners, Aircraft Platers, Parts Washers, Aircraft Planners, QA Auditors, and Tech Doc Specialists. We encourage you to keep up the hard work in your final push towards a representational vote with the NMB.

Understand, your current Collective Bargaining Agreement (CBA) is an agreement between the workgroup and the carrier and, therefore, will remain in effect until it reaches the amendable date; **changes in union representation do not impact your current CBA.**

Regardless of the current propaganda and negative attacks on AMFA, we have no intention of denigrating your current Association, its agents, or the situation. We assure you that we will only present factual information about AMFA and our track record, so you can make an informed decision. For those of you who are not familiar with AMFA, we are the only craft-specific, independent aviation union representing aircraft technicians and related employees within the entire industry.

Why choose AMFA? We respect employee choice. We are a democracy and that is why in AMFA, members really do run the union, not the bosses in NY or DC. Do you want a craft-specific union where every nickel and dime spent, and every thought of every second of every day is about your craft, or do you want the dual larger industrial unions of many crafts and hope that some of those resources float your way?

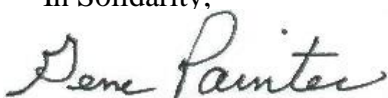
About AMFA:

1. AMFA currently represents Alaska Airlines, Horizon Air, and Southwest Airlines Mechanics & Related workgroups, including AMTs, FMTs, GSEs, Mx Control, Tech Instructors, and Appearance Techs,
2. Members elect AND can recall all Local & National Officers,
3. Members must approve any changes to AMFA's constitution or bylaws, including proposed dues increases,
4. Members vote on all CBAs and LOAs,
5. AMFA's dues rate is the lowest in the industry - two times your base hourly wage,
6. AMFA negotiated for and represents two of the highest paid AMT groups among commercial passenger carriers: Southwest #1 and Alaska #4,
7. AMFA has open contract negotiations where member observers can watch negotiations, holding the company and their union accountable,
8. AMFA maintains highly trained NTSB aircraft accident/incident "Go Teams" to protect our members' interests,
9. AMFA has established a Professional Standards Program and trains representatives for these positions,
10. AMFA is member-controlled, and laser focused on craft-specific and related issues.

We are honored by your faith in AMFA and promise to work hard on your behalf, and we pledge to represent, raise the standards, and increase the recognition of the professionals that fall under the Craft or Class of Mechanics and Related Employees at American Airlines.

If you need more information, or you have a pressing matter, please call our offices at 303-752-2632.

In Solidarity,



Gene Painter  
Assistant National Director