



AIR LINE TECHNICIANS
ASSOCIATION

Organizing Rights Under the Railway Labor Act

Know Your Rights; Organizing an Employer Covered by the Railway Labor Act

We want every United Tech to know their rights to sign and collect cards supporting ALTA. Our Technicians at United have been through this process before, and we would like to share what we know with our sub CAL Brothers and Sisters. **Any Teamster Rep or Officer that threatens or tries to intimidate our members from signing ALTA cards or Organizing for ALTA is in violation of the Rules established by RLA and enforced by the National Mediation Board.**

We served notice to the Company in March covering our ALTA Organizing drive, based on the Rules set by the NMB the following are protected rights and conditions that must be followed by the Company and also Teamsters Union Reps.

United Airlines Representatives and Management personnel are prevented from:

1. **Prohibiting an employee** to wear his pin or button on the job as long as it does not contain a controversial statement or violate company policy or uniform requirements.
2. **Preventing an employee** from handing out leaflets on his own time in non-work areas.
3. **Preventing an employee** from discussing the prospect of a union while at work as long as it does not interfere with work duties.
4. **Barring employees** from soliciting cards or membership during non-work time and in non-work areas.
5. **Terminating/disciplining or threatening employees** for supporting the union
6. **Endorsing one Union over another** or asking whether the employee supports the union.
7. **Surveillance of organizing activities.**
8. **Asking about confidential union matters** (i.e. whether the employee signed a card)

Post this on your tool box. Now more than ever our Technicians need Professional Representation and a union we control. **Sign your card today. Visit our website at www.altaunited.com**

The United ALTA Organizing Committees
IAH ORD SFO DEN EWR IAD LAX

Building a Professional Craft Union for Technicians