

These are our flyers from the **OO It's Time** campaign.

IT'S TIME!



It's time for real representation at SkyWest that answers to Flight Attendants, not management.



OOitstime.com

SkyWest Flight Attendants deserve a real voice and legally-binding rights on the job.

First-Party Representation.

Our Union will be 100% run by SkyWest Flight Attendants for SkyWest Flight Attendants, with the support and resources of the Association of Flight Attendants-CWA.

Leadership Chosen By Us.

We choose officers from within our ranks. Our leadership will answer to us, not management.

Enforceable Contract.

We lock in what we like about flying at SkyWest and improve what we don't. A contract is legally binding and holds management accountable. We'll pay ZERO DUES until after we ratify our first contract.

Job Protections. Dispute Resolution.

If the company violates our rights, we'll be able to challenge them and resolve issues through a legally mandated grievance process.

OOitstime.com

The law allows us to form our Union.

We may speak with our coworkers about forming our Union in any non-work area. Visit our grassroots website for more information.

You may have seen this on SWOL where management took our flyers and altered them with their same old narrative and corporate union busting tactics, erased our website off of our flier, and replaced our QR code with one that led to their propaganda page for union busting.



DON'T BE DECEIVED

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SkyWest flight attendants have this protection in their current CBA – through the Corrective Action Review Process and formal Grievance process with SIA. In addition, SkyWest's industry-leading Review Board process allows for a panel (including FA peers) to review employment separations.



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SIA is run by SkyWest Flight Attendants elected by their peers. Financial support and resources are provided by the Company, at ZERO cost to SkyWest FAs.



SIA Representatives are all qualified FAs elected by and accountable to their peers.



It is impossible for a union to guarantee what will be in a final contract. AFA precedent demonstrates negotiations can take years to ratify a contract. The SkyWest Flight Attendant contract is legal and binding with ZERO dues paid by the flight attendants.



So, let's talk about it...

DON'T BE DECEIVED *By SkyWest Union Busting*

IT'S TIME!

Corporate Union Busting

SkyWest FAs currently have a direct relationship with the Company through an elected body of FA peers. The FAPM is a legally binding, court recognized Collective Bargaining Agreement (CBA).

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A voice paid for by the company is a voice for the company. The company pays for SIA members' salaries, and they are expected to amplify management's narrative. Union dues pay for Our Voice, Our Choice on pay, benefits, and QOL issues. With our Union, we'll pay ZERO DUES until we approve our Initial Contract providing improvements to pay, work rules, benefits, and more that far exceed the cost of dues.

When someone is elected to the SIA board, MANAGEMENT requires them to sign a non disclosure agreement. How can they be our voice when their voice comes with legal strings attached and pulled on by management?

SIA is not a recognized representative of the Skywest Flight Attendants with the National Mediation Board (NMB), the government agency that oversees labor relations in the airline industry, and our "agreement" is not enforceable. SkyWest management created SIA to make us feel as if we have "representation" when SIA is simply an extension of management used to enforce their policies. A true "Collective Bargaining Agreement" ("CBA" or "Contract") addresses the critical issues important to workers, provides a mechanism to enforce contract violations, and holds the company accountable. As we all know, our current so-called "agreement" is simply incorporated into the company's policy manual (it's called the "Flight Attendant Policy Manual" after all), and while the Policy Manual says that it will indefinitely remain in effect, it also says that "changes can be made at any time."

Even if SIA's agreement was legally binding, who would legally enforce it? SIA does not have a legal team and if they did pursue legal action against the company the only funds they have to do so would come from the company. Even then, if SIA managed to attempt legal action to enforce our agreement, there would be nothing to stop the company from simply dissolving SIA.

This sounds great in theory but, how well has this worked for us in reality? Have you witnessed the company violating its own employee policy and protections? When you sought recourse how well did it go for you? How much was SIA actually able to help?

With our SkyWest AFA Union, we will have a legally binding grievance process to address contract violations, wrongful discipline, and terminations. Unlike SIA, our Flight Attendant Union will answer to us, not management. So when the company says that "Financial support and resources for SIA are provided by the Company, at ZERO cost to Skywest FAs," that is precisely the issue that the federal district court addressed in 2007 over litigation with ALPA when the Court concluded that "SkyWest's unlimited funding of SAPA appears, on its face, to violate the RLA and SkyWest does not contend that there are any cases in the courts or even the NMB that have placed their blessing on such unfettered financial support." In other words, the Company's complete financial support of SIA is a clear conflict of interest. We need a voice with OUR interests at heart and not the Company's bottom line.

Notice the silence on this point! We have a right to support a union and the company KNOWS this!

What voice do we have when the board only allowed one candidate to run? SkyWest FA's elect the SIA board. Recently the by laws were amended to allow members to vote for the executive council from the SIA reps. However, in the first and only time we were allowed to vote, only one candidate was presented to us when more than one showed interest in the position.

Management sometimes deals in bad faith, intentionally delaying negotiation. Still, AFA has been able to negotiate industry-leading agreements in a matter of days with management working in good faith. When we gain an enforceable Collective Bargaining Agreement under the Railway Labor Act, management cannot make any changes to it without agreement by the Union or going through the comprehensive labor dispute provisions under the NMB. If we had an enforceable CBA, disagreements over the

interpretation of provisions of the CBA or unjust discipline would not be decided by management. Instead, they would be decided by a neutral arbitrator. Management would also have to sit down with our Union and "exert every reasonable effort to make and maintain agreements concerning rates of pay, rules, and working conditions, and to settle all disputes..." that the Railway Labor Act requires and could not unilaterally determine which mandatory bargaining subjects to address and which to avoid.

Visit oointime.com for more information and to request an authorization card!

