



Organizing FAQs

Representation Elections

How do we get a representation election?

JetBlue InFlight Crewmembers will achieve a representation election by doing precisely what you are doing - signing authorization cards (A-Cards). Once we have collected a solid majority of A-Cards from your work-group, the Transport Workers Union of America, AFL-CIO (TWU) will file for an election.

Who will Conduct the election?

A mediator/investigator assigned by the National Mediation Board (NMB) oversees the election.

How is the election conducted?

The NMB conducts most elections with a highly-secure telephone electronic voting system or through the internet. In other words, you can vote from your own phone at home or securely online.

Will the company or the union know how I voted?

No, the vote is confidential. Neither party will know how you voted.

How is the outcome determined?

A majority of those voting must vote "Yes" for TWU in order for TWU to be certified as your collective bargaining agent.

Who is eligible to vote?

All flight attendants who are on the payroll at the time of filing the petition with the NMB are eligible to vote.

Negotiations

Who will negotiate our first collective bargaining agreement?

As a legally chosen representative of a class and craft of employees, it has been TWU's practice to maximize employee input to the bargaining process by having the employees elect their own negotiating committee to meet with the company. The local committee will be assisted every step of the way by experienced TWU negotiators and professional staff.

How much input do the members have in negotiations?

The local committee is guided totally by the membership's needs. Prior to the start of negotiations, the local committee will solicit the membership for contractual proposals.

Do the members vote on the contract?

Yes, under TWU's democratic process, the membership always has the final say. All contracts must be ratified by the members.

Who will cover the cost of the initial negotiations?

The full cost of negotiating the initial contract, including the local committee's lost time, expenses, research, and legal fees will be paid by TWU International.



Organizing FAQs part 2

Union Dues

How much are dues in TWU?

Union dues for JetBlue Inflight Crewmembers has been established at \$35.00 per month.

When do we begin paying dues?

Dues payment does not begin until a contract is negotiated and ratified by the members. Dues are NOT retroactive.

Where do the dues go?

A total of 70 percent of the dues goes to the local union for the purpose of representing you at all levels with your employer, and to pay the expenses of administering the local such as legal fees, arbitration, research, office clerical expenses, phones, lost time, etc. The remainder is paid to TWU International to support the International in activities such as collective bargaining and lobbying and to support the local with legal assistance, legislative activities, economic research and more.

How are members informed about how dues are spent?

Your local Secretary-Treasurer must report monthly on local finances to your executive board and to the International Secretary-Treasurer, and the local union is audited once a year. The International Secretary-Treasurer reports on the International's finances to the International Executive Council. TWU is audited yearly and the International Secretary-Treasurer must make a full report on the union's finances to the International Convention. Financial reports are also filed with the Department of Labor.

Union Structure

How is TWU structured?

TWU is made up of autonomous local unions, which account to their members and are supported by the TWU International through four divisions: Airline; Railroads; Transit, Universities, Utilities and Services and Gaming.

Will we have our own local union?

In most cases TWU will charter a new local for the members after a successful election.

Who will be the officers of the local?

Only members of the local will be eligible to run for or hold office. The officers will be selected by you, the members of your union.

Who are the local officers?

In TWU, the officers of the local union are a local President, one or more Vice Presidents as the local bylaws may provide, a Recording Secretary, a Financial Secretary Treasurer and an Executive Board member or members.

Will we have our own bylaws?

Yes, local bylaws—subject to membership approval and compliance with the TWU Constitution—will be established.

Will TWU train our officers?

Yes, the TWU International Education and Training Department will provide training to all new officers.