

# More Cards Needed

## ...if we want a choice



10.7.2009

## Frontier Flight Attendants Included in Single Carrier Petition

The National Mediation Board (NMB; the government agency responsible for representation elections in the airline industry) has combined our filing for an election at Frontier with the single carrier determination between RJET and Midwest. The single carrier determination will now be made with the combined unit of all the subsidiaries of RJET: Republic/Shuttle America/Chautauqua, Midwest, Frontier and Lynx.

If AFA could prove it had a showing of interest (defined as already representing and/or signed authorization cards) of 35% of the flight attendants of the entire combined flight attendant workforce, then there would be a representation election with two unions on the ballot; AFA and the Teamsters. There will **not** be an election if AFA is unable to provide the NMB with a showing of interest. That means the Teamsters would automatically be certified as the union for the subsidiaries of RJET, including Frontier.

## How Many Cards Do We Need?

Chautauqua, Shuttle America and Republic have approximately 1,600 flight attendants. There are approximately 920 flight attendants at Frontier, 120 at Lynx and 400 at Midwest. The total number of flight attendants at the six RJET-owned airlines is approximately 3,040. To ensure there is an election to determine the union for flight attendants at the RJET-owned airlines, we need to have a showing of interest from 35% (or 1,100 flight attendants) of the combined group (of 3,040).

For the purpose of a showing of interest all the Lynx and Midwest flight attendants are automatically counted (for a total of 520) because they are already represented by AFA. The remainder of the showing of interest will come from signed AFA authorization cards.

To ensure an election, AFA needs an additional 300+ signed authorization cards from the flight attendants at all RJET-owned subsidiaries. If AFA cannot get to that number the Frontier flight attendant and those at the all RJET subsidiaries will be represented by the Teamsters. All the flight attendants will work under the Teamster RJET contract (according to their recent newsletter) without it being ratified by anyone at Frontier.

At the moment, AFA cannot provide a showing of interest because we do not represent and/or have enough authorization cards. If the NMB decides to combine the Teamster's single carrier request with our filing for an election at Frontier, there will not be a representation election and we will be forced into the Teamsters.

This is not acceptable. We want a choice. To ensure a choice, all Frontier flight attendants must sign a card now.

## How Much Time Do We Have?

Not very long. It is up to the NMB. We expect to be given less than a month to obtain the cards needed for an election.

Because time is so critical it is up to all of us to carry around authorization and make sure everyone has signed up. There is an authorization card attached to this e-line. Please print at least ten of them and carry them with you on your trips. Talk to every F9 flight attendant you see and ask them to sign a card. Authorization cards can also be found on our website, [www.afafrontier.org](http://www.afafrontier.org).

**Time is NOT on our side! If you have not already done so, sign a card and mail it today. We deserve a choice and we will get one if we work together to obtain the necessary authorization cards.**

**Complete and mail to:**

Association of Flight Attendants-CWA, AFL-CIO  
501 Third Street, NW  
Washington, DC 20001  
ATTN: Frontier Airlines Organizing

**Yes!** I want the respect and fairness on the job that a legally binding negotiated contract will provide and I want to join forces with thousands of other flight attendants for positive change in our industry. I want the Association of Flight Attendants-CWA to represent me and the other flight attendants at Frontier Airlines.

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**Print Full Name**

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**Address**

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**City**

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**State**

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**Zip**

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**Home Phone**

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**E-Mail Address**

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**Cell Phone**

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**Employee #**

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**Signature**

\_\_\_\_\_  
**Date**

**Check this box if you will encourage other flight attendants to join AFA-CWA**