

"Subject","Body","From: (Name)","From: (Address)"
"Letter of Support for Docket Number C-6964","Warren Heinsius
West Palm Beach, FL 33414
Email: bucko@punkywow.com
Bulk email: buckoboy@gmail.com (Please send notification of sent
file(s) to primary address for immediate response)

Phone: (561) 791-0002

Website: www.punkywow.com

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","*** BUCKOBOY ***","bucko@punkywow.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

S9TkXq vuyqgdrbhrfe <<http://vuyqgdrbhrfe.com/>> ,
[url=<http://glrybysyejbg.com/>]/glrybysyejbg[/url],
[link=<http://ylwxmgimafmj.com/>]/ylwxmgimafmj[/link],
<http://nwzgdgxvlthu.com/>

12994

","12994","mldmyr@otdlcd.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I worked in the airline industry from 1966 to 1981. I became a union rep and did organizing. I understand first hand how tough the current law makes it for workers. IT MUST BE CHANGED.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way. I support rule changes toward that end under the RLA.

Sincerely,
Kathy Wilkes
1217 Brookwood Road
Madison, WI 53711

","12jkwilkes17@charter.net","12jkwilkes17@charter.net"
"C-6964","I am a Northwest Airlines flight attendant and hoping the new change to the union representation voting procedures will go into affect for all working people who want the right to union representation.

Thank you,
Connie Hanson
","22redlips","22redlips@comcast.net"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the

outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modem era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Tasso Knight
3095 Hidden Lake Dr
Duluth, GA 30096

","2tknight@bellsouth.net", "2tknight@bellsouth.net"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's (""NMB"") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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3095 Hidden Lake Dr
Duluth, GA 30096

","2tknight@bellsouth.net", "2tknight@bellsouth.net"
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Member Harry Hoglander

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Sincerely,

Tasso Knight
3095 Hidden Lake Dr
Duluth, GA 30096

","2tknight@bellsouth.net","2tknight@bellsouth.net"
"Docket Number C-6964 ","When a vote is held to determine the right for union representation. I feel that it is only fair that those individuals who care enough to actually vote, for a union or against one, should decide the outcome.

Sincerely,

Greg Babb

","4gab2","4gab2@comcast.net"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than

during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most votes. Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Alison Coates

Seattle Delta Flight Attendant

","A M COATES","elsimae@q.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

A.W. Lee

", "A.W. Lee", "awa3118@aol.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

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Sincerely,
Vickie O'Donnell
13 Oyster Catcher Lane
Savannah, GA 31410

", "abmommy_31404@yahoo.com", "abmommy_31404@yahoo.com"

"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty
DC

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Vickie O'Donnell
13 Oyster Catcher Lane
Savannah, GA 31410

", "abmommy_31404@yahoo.com", "abmommy_31404@yahoo.com"
"Voting Rights for the 21st Century",

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Dear Member Puchala,

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National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Vickie O'Donnell
13 Oyster Catcher Lane
Savannah, GA 31410

","abmommy_31404@yahoo.com","abmommy_31404@yahoo.com"
"Proposed NMB Representation Rulemaking - Docket Number 6984","

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a

veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Ada Bordas
Flight Attendant - Delta Airlines
=
", "Ada Bordas", "Panamstar@aol.com"
"voting", "dear Sir

it is time for a fair and just voting,
Yes/No vote is the most fair way to do it for NMB Docket Number C-6964.

thank you,
mm

", "adam adam", "abuadam10@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Adam Seewer

", "Adam Seewer", "AdamPSP@gmail.com"
"Docket number C-6964", "
To NMB Board,

I am in full support to the NMB's proposed change for how representational elections are held.

It is the only way to have a FAIR ELECTION.

Thank you,

Faye Koby

Beaverton, Oregon

", "adamkoby@comcast.net", "adamkoby@comcast.net"
", "

", "Adams, Jerry E", "Jerry.E.Adams@delta.com"
"Docket No. C-6964", "Date: 20th NOV 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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taking action to ensure that all railroad and airline employees will, at last, be able to participate

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has been the cornerstone of American democracy for more than 200 years
and will work just as

well in airline and railroad union elections.

Respectfully,

Adelyn Khoo

Signature

Adelyn Khoo

Print First and Last Name

Flight Attendant (LAX)
Position

""With Every Ending There's a NEW Beginning""
", "Adelyn K", "bionicgirl8@yahoo.com"
"Docket # C-6964", "To Whom it may Concern,

I am a Delta flight attendant, employed since November 1996, and I am
OPPOSED to the filing by the National Mediation Board to change the
voting rules for the AFA election at Delta. I do not believe it is fair
that the ""no"" votes must cast a ballot. I do not believe this is a fair
process and I feel if this legislation is passed, then the option to vote
OUT the union must also be present with the same rules.

Thank you,

Adena Leal

Employee #139427

Phone: 305-781-4796

", "Adena Longacher", "adenaeden@yahoo.com"
"democratic vote", "Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big
business from stuffing the ballot boxes with silent ""NO"" votes from
members who no longer should be on the active employee list and of course
those that are deceased. It must be exhilarating to be able to vote
posthumously! I view that as complete disregard for working employees who
would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do
have contracts, that would like to see those who do not, but yet continue
to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It
should be in the hands of the employees! I would like to see them stop

interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers.

This brings to mind the voting scene in Iran early in 2009. If we don't stop big business now...will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Respectfully,
Jeannie Adolf
CHI 25 year F/A

No virus found in this incoming message
", "Adolf Family", "bjadolf@wideopenwest.com"
"No unions for Delta!", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Adrienne Grimaldi

","adrienne grimaldi","andystitch@yahoo.com"
"Oppose the change","I oppose the proposed rule change and encourage each of you to do the same. The current structure places the onus on the groups who want change to run a successful campaign and win over a majority of those who will be effected by the change. This is the way it should be. Every person who wants a change to the structure should be required to voice their opinion and cast a ballot. Those who do not want change should not be required to cast a ballot when a dilibetate inaction accomplishes the same thing, a no vote.

Captain Jeff Allen

SkyWest Airlines

","Aerheffe","aerheffe@hotmail.com"

"Union vote","I have been working Delta EWR for 11 years and I do NOT want a union!!!!!! My husband works for Verizon and I see that the union protects the lazy workers. Maybe in the cotton mills in the deep south a union was needed to protect workers from unfair treatment and work environment, but our Delta management has always treated us fairly and listened to our concerns. I like the relationship I have with most of my superiors and do not want that to change.

Jan Ahearn

EWRFTO 125

","Ahearn, Janice","Janice.Ahearn@delta.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Thank you, very well. valtrex cost deine nachricht online site
<http://www.asianave.com/valtrex-cost/> valtrex cost cheap online pharmacy
Remember me to your wife. How do you do? valtrex cost cheap online 35
valtrex cost cheap online 35 <<http://www.asianave.com/valtrex-cost/>>
valtrex cost cheap 120 cod Happy New Year!

ailader

", "ailader", "tornadoboudreauxyj@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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<<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> fixpsg buy lasix
<<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> fpkqla
[url]<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>[/url] buy lasix

aisarr

", "aisarr", "glennontoothman47574@gmail.com"
"Docket # C-6964", "Docket No. C-6964.

Dear Members of the NMB;

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,

Albert J. Oneto
53 Bakersfield Street
Dorchester, MA 02125-1920
617-510-4975
ajoboston12@aol.com <<http://ajoboston12@aol.com/>>
", "AJOBOSTON12@aol.com", "AJOBOSTON12@aol.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Alison Christopher
257 Alvah Brazell Rd N
Kingsland, GA 31548

","ajwoodson@hotmail.com","ajwoodson@hotmail.com"
"Docket Number C-6964","National Mediation Board
1301 K Street
Suite 250 East
Washington, D.C. 20005-7011

Re. Docket No. C-6964

To: The National Mediation Board:

To assume to know what is in the mind of someone who did not vote is biased and unrealistic.

Please count only the votes which are cast.

The election rules should be changed to reflect the way every other free election in the United States is conducted.

Respectfully,

Alvin O. Haugen

8440 Walker Circle

Anchorage, AK. 99502-3971

Phone: (907) 243-5940

E-mail: alhaugen@gci.net

","alhaugen@gci.net","alhaugen@gci.net"
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The time has come to do the right thing for all of the working class. Please adopt this policy as it is a fair way to help the American worker before the middle class disappears. Thank You, Alan Oliver

Alan Oliver

", "Alan Oliver", "adodmf@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Alan Rennie

", "Alan Rennie", "alanrennie52@yahoo.com"

"Docket No. C-6964", "November 19, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .
Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Thank you ever so much,
Larisa A. Gall
Flight Attendant Delta Airlines

", "Alatheia", "alatheia.eunomia@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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alberto canevaro

","alberto canevaro","alberto.canevaro@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Aldo Arnone

","Aldo Arnone","carrera4@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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alex shustitzky

","alex shustitzky","alshust@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Please support workers by making the proposed change to NMB Election Rules.

Alfred Carmona

", "Alfred Carmona", "alfredcarmona@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Alfred Crane

", "Alfred Crane", "Alfred.Crane@delta.com"
"Rule change for Union elections", "
Hello. I'm Dennis Phillips, a Flight Attendant for Northwest/Delta Airlines. I write asking you to make the changes to the Railway Labor Act interpretation on the voting process. I would like my involvement in the upcoming representation election for Delta Airlines to be the same Democratic process as when I vote in local and national elections. An election requires action not inaction. I believe it is unjust to give weight to those who do not participate. Please, make the change and support a free and fair Democratic election process for all workers.

Respectfully,
Dennis Phillips
Cazenovia, WI 53924

","alfred@jvlnet.com","alfred@jvlnet.com"
"Proposed NMB Rule Change For Union Representation Elections","

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

AR

", "Ali Raza", "ali.raza.delta@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Alice Lewis

", "Alice Lewis", "mizredd6@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Allison Parker

", "Allison Parker", "AllieKparks@aol.com"

"Proposal to change the long standing rules", "Document #C-6964

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Sincerely,

Allison Phalen

Delta Air Lines Flight Attendant

", "allisonphalen@comcast.net", "allisonphalen@comcast.net"

"Proposed NMB Representation Rulemaking", "Please do not allow voting rule changes to the current rules for union representation at airlines. The new proposal is a terrible one. Leave it as is. That is not change I can believe in."

Niel Altom

", "Altom, Niel", "Niel.Altom@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This change is the right thing to do. No other free election make the ridiculous assumption of knowing how non-voters would vote. Count the votes cast and let the chips fall where they may.

Alvin O. Haugen

", "Alvin O. Haugen", "alhaugen@gci.net"
"Proposed NMB Rule Change For Union Representation Elections", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Amber Jensen
Delta Flight Attendant

","Amber Jensen","ilivetohike@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Amy K Richards

","Amy K Richards","akluck5@mchsi.com"

"docket number C-6964.", "Re: docket number C-6964

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in full support of the NMB's proposed rule change in how Representational Elections are held under the Railway Labor Act to a more democratic YES/NO voting process.

Currently, only those employees who fall under the Railway Labor Act are subject to elections where all votes start off as ""no"" votes, where those who choose to sit out an election and not vote are counted as ""no"" votes. This is not only undemocratic, but it gives companies an unfair advantage with which to fight the unionization effort. In past elections, this has worked to the detriment of the workers' efforts to organize.

Please change this voting rule as soon as possible and allow those governed by the Railway Labor Act to finally have fair and democratic union representation elections.

Thank you,

Ana Rasmussen

NWA/Delta

Flight Attendant

32 Years

", "Ana Rasmussen", "anarasmussen@gmail.com"

"DOCKET NUMBER C-6964", "To whom it may Concern:

I am writing you today because of the proposed change to the voting laws. While I understand the desire for change by the union, what I don't understand is why they are able to delay voting until the law is passed or not. As a former Northwest Airline employee that is now a Delta Air Lines reservation employee the worse thing for me is the wait. The IAM is unwilling to hold elections until the outcome is decided. I can honestly say that I don't care whether or not Delta Air Lines ends up unionized. What I do care about is the waiting over a year to find out what will happen. A stipulation needs to be written into the law that all companies already in talks with the union need elections to be held under the old law. This will insure that the workers who the unions are supposed to be protecting are taken care of. There is nothing worse then not knowing what will happen and know that the people who can do something about it are sitting on their hands, biding there time until hopefully a 75 year old law changes so there is a more favorable out for them. This is wrong and should not be allowed.

Brian C Anderson

Brian.anderson@delta.com

","Anderson, Brian","804749@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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andrea f. chan

","andrea f. chan","franma@juno.com"
"Proposed NMB Rule Change For Union Representation Elections","Elizabeth
Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Andrea J. Nagy
", "Andrea Nagy", "andreanagy@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Andrea Running

", "Andrea Running", "meatheadsmama@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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andrew crawford

", "andrew crawford", "docc6@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Andrew Cremer

", "Andrew Cremer", "acremer_5773@fuse.net"
"Proposed (unjust) NMB Rulemaking Change", "To whom it may concern;

My name is Andrew Denny, I am a Delta flight attendant and I wish to express my concern with the proposed change to the NMB representation election process. Over the past year, Delta has made great strides to complete a smooth integration with the Northwest operation. Yet after the union which currently represents the former Northwest flight attendants, AFA, filed for a representation election we waited and waited for the NMB to grant single carrier status, which never came.

Now we are waiting on a proposed rule change - a rule change that comes after the game has already started. This change represents an appalling-flaw in the system which governs railroad and airline employees. The proposed rule change makes it easier for unions to be voted in, however there is no similar provision for unions to be de-certified. Not only is this unfair, but undemocratic. While elections were carried out under the existing rules at other carriers in the meantime, Delta has been singled out - and it is easy to see why. With a flight attendant work group more than 20,000 strong, we represent a huge victory for any union.

So now our fate rests with the members of the NMB. This alone is disturbing, especially given the significant conflict of interest on the part of one of the Board's three members, Linda Puchala who was once the International President of the AFA. The charade that is being played is not amusing and discredits the NMB as well as the unions. Elizabeth Dougherty has expressed her disagreement, yet as Chairman of the Board she was seemingly left out of the decision to proceed with the change. Shame on the NMB for entertaining this arbitrary change.

Delta has always been a leader in an industry where the vast majority is controlled by unions and third parties. The unique culture at our company has been cornerstone to our successful emergence from bankruptcy and that is something we stand to lose. The direct relationship that we have with management is a benefit that none of the other major network carriers enjoy.

We deserve to have an election process that has been in place for decades - a process which allowed for flight attendant unionization at American Airlines, United Airlines, Continental Airlines, US Airways, Southwest, Alaska, Pan Am, TWA, Eastern, and countless other airlines throughout the years. And we deserve better than this political game that plays with the careers of the 20,000 plus flight attendants of Delta Air Lines.

Sincerely,

Andrew Denny
683325
NYC based Flight Attendant
Delta Air Lines, Inc. Dept. 610

","Andrew Denny","andrew.d.denny@gmail.com"
"Voting RE: Proposed NMR Rule Change for Union Representation Elections
Docket NO C-6964 "," 18 DEC 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala. Member

National Mediation Board
1301 I Street N.W.
Suite 250 East
Washington D.C. 20005-7011

Dear MDB Members:

I am a retired airline employee, but I would like my voice known because (This is something that is very dear to me) I think that voting is a privilege and it is one reason that I served in the US Army and in Vietnam they told us that we were fighting for freedom and I do believe that the right to vote is one of these Freedoms and EVERYONE should vote. If something is important to you then you should take the time to vote one way or the other and only those who vote should be counted just like how we vote for our representatives in this country. Those who do not vote do not have any complaint coming they should have voted for whatever it is for. The company and the union should accept whatever the majority of the people who voted wanted.

Something that is important to them one way or the other. No company or union should be able to say that a no vote is a yes vote or no vote however they want it to be. You should not be counted as a yes or a no vote if you do not vote. I do believe that everyone should vote for everything and what really upsets me is that there a bunch of lazy people who complain and do not vote they deserve to get what the people that took the time to vote.

I have always believed that Union elections were not fair because if you did not vote that must mean that you were / were not for the Union / Company, of whom (I have seen some company's scare people not to vote even though they did not use these words) this is also another way which I have noted it was mainly a way for people to complain if the union got in or if the union did not get in they did not want to take the responsibility all they want to say it is the Union or the Company fault and just complain and make it bad for the Company / Union.

Using this as an example of the way we have union representation elections in this country Why are we not using this as a way to vote for our elected officials. If we were voting for the President, Congressman or any other elected office this country we would be in chaos. We would

always get whoever someone thought HE/SHE is Great and knows better than the people who voted should be elected not the way the majority of voters who got off there butts and took the time to vote.

This is another gripe I have with the law. I think if only Mechanics, Ramp, Reservation personal, Cleaners or any other group want representation and want to vote on a union they should be able to vote on that. They should not have to take another group with them and if any personnel are in management positions they should no be able to vote on that.

I hope that you can understand my letter but this has bothered me for many years how if you do not vote it is a yes vote for the company. So thank you for looking at my letter if you have at least I feel better that I wrote it.

Jr

Andrew P Duffy

93 Clearmont Dr

Elk Grove

Village Il 60007

duffy93@comcast.net

","Andrew Duffy","Duffy93@comcast.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Andrew Pegelow

", "Andrew Pegelow", "andrew.pegelow@charter.net"
"Docket Number C-6964 ", "Elizabeth Dougherty, Chairman
November 14, 2009
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

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Respectfully,

Peter Andrew Schneider
Northwest/Delta Air Lines
Flight Attendant

","Andrew Schneider","andrewschneider@usa.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Andy a Hin

","Andy a Hin","andyahin@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Angel Nunley

","Angel Nunley","anunley@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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angela bonagura

","angela bonagura","kittyrcd@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Angela Cheyne

","Angela Cheyne","ajcheyne@yahoo.com"
"Concerning Voting Rules Changes","To the National Mediation Board:

I'm writing to express concern regarding the recent action taken by the NMB to change the Railway Labor Act and its voting rules for Union representation. I'm extremely concerned that this action will penalize the true working class and will place forced-will on the current workers under non-union rule.

As stated in the NMB mission and key functions statements, the NMB's integrated processes specifically are designed to promote three statutory goals:

1. The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
2. The effectuation of employee rights of self-organization where a representation dispute exists; and

3. The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

The rules have been in place for decades and are only under consideration for change due to the attempts by AFA to unionize the Flight Attendant group at Delta Air Lines.

I am a 30 year employee of Delta Air Lines (all in In Flight Service) and have vigorously defended my right against the union for two votes already. In light of the previous vote outcome, my personal beliefs, and the union tactics at other airlines, I am asking all of my State Representatives and Senators to take a hard look at the improper business practices of AFA, as well as the unscrupulous behavior of two members of the NMB during the absence of the third.

Additionally, it is my belief that only the Senate can make changes to Railway Labor Act rules and I find this delay tactic by the IAM and AFA a horrific use of current member dues and a woeful act against my company and our ability to thrive in this unforgiving economy.

Thank you for your consideration in this matter.

Respectfully,

Angela McFall Patterson

", "ANGELA MCFALL PATTERSON", "ampatt@mindspring.com"
"Docket No. C-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions

call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Michelle Sievers
Flight Attendant/ Delta Airlines

","Angela Nance","dlwork73@yahoo.com"
"Proposed voting rule change","To Whom it may concern:"

I am an employee for SkyWest Airlines and I am against the proposed rule change to the voting procedures. To start I believe if you are going to change the voting rules then I believe you should change a lot of your other procedures to align with the NRLA. Under the NRLA you are allowed to have decertification and deauthorization elections. Right now there is no provision to decertify(get rid of) the union or deauthorize(eliminate mandatory dues or ""agency shop"" clauses). I believe it is very unfair to only change one set of rules but not the rest. It is of my opinion that the RLA is a very outdated legislation. I believe the entire system needs an overhaul, however, I believe only congress has this power. I think we should do this the right way and overhaul the entire system through the proper legislative channels.

I agree that only people who vote should count, that being said it is imperative that we also change the rules when it comes to decertifying a union or deauthorizing their privilege to force people to pay dues that do not want to pay dues. If we want this to be a truly democratic process then the voting rules must be the same for voting in and voting out a union. We must also give people the option to deauthorize the union from forcing people to pay dues. If you want to keep forced union dues in place then it is imperative that you keep the rules for voting a union in place. It is my opinion that if you are going to change the status quo

then a super majority MUST be required if everyone is going to have to answer to the union regardless if they want to or not.

In conclusion I strongly urge the board to set aside politics and withdraw this proposed rulemaking. I think you should change all of the voting rules and require only a simple majority to get rid of a union and you should have a provision for deauthorizing a union to force members to pay dues. If we want a fair and true democracy then this is the only way to go. I challenge this board to show that it is truly unbiased and start this process over. We should do this the right way and let congress take this challenge on. Change all of the rules and make it a true democracy. Allow only those who vote to be counted but also allow for people to decertify and deauthorize their unions. If you let congress do this then we the employees won't have to worry about an extended legal battle while we wait to resolve our representation issues. I am grateful for your time and allowing me to have a voice in this process.

", "AngelBrandy5472@aol.com", "AngelBrandy5472@aol.com"

"proposed voting rule changes docket # C-6964", "Hello I am a United flight attendant. I am writing in support of the proposed voting procedures proposed by the NMB to the democratic YES/NO ballot. The current voting procedures are out dated and need to be up dated to the YES/NO ballot as is the case for all other union representation elections. I feel the employees of the airline and railway industries are not being treated fairly under the current 50%+1 procedure. Sincerely Angel Cavazos, LAX, employee # 188945

", "angelca56@aol.com", "angelca56@aol.com"

"Docket No. C-6964 ", "Docket No. C?6964

Dear Members of the NMB;

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,

Ann Berendzen,

Orlando, FL 32803

", "ann", "amaber@cfl.rr.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Ann Gordon

", "Ann Gordon", "agordon@iamaw.org"
"yes/no vote", "Doc. # C6964

I am for the new process in voting. I think a yes vote is a fore, a no vote is against, and if you don't vote it should not count at all. The new way is fair and equitable. Thank you!

Anna Marie Burns (NWA F/A)

", "Anna Burns", "burns1350@sbcglobal.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Annabelle Garcia

", "Annabelle Garcia", "pieya9@comcast.net"
"", "To: Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

From: Annamaria Gaudiello Delta Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Annamaria Gaudiello and I am a 29 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Annamaria Gaudiello

27-10 160 St.

Flushing, NY 11358

", "Annamaria Gaudiello", "agaudiello@nyc.rr.com"

"NMB Rule Change/ Docket No. C-6964", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Boards proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. Its not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMBs proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Anne M. Hartman

", "annehartman@gmail.com", "annehartman@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Annette Pezza

","Annette Pezza","tjnett@cfl.rr.com"

"Docket Number C-6964","I am a longtime labor attorney and a longtime union member. I have handled dozens of cases before the National Labor Relations Board and various state labor relations agencies. I once came close to handling a case before the National Mediation Board.

I strongly support your proposed revision to your election procedures to certify representatives on the basis of a majority vote among those voting rather than a majority of those eligible to cast votes.

I am not aware of any kind of democratic election that counts non-voting as a vote against a proposition. As you note in your notice of proposed rule-making, there are all kinds of reasons people do not vote. If we required our political candidates to receive a majority vote among all eligible voters we would have chaos - and few elected officials.

It is time to bring election procedures under the Railway Labor Act at least up to the standards set by the National Labor Relations Board.

Thank you.

Ann F. Hoffman
2810 McKinley Street, NW
Washington, DC 20015

","annfromdc@aol.com","annfromdc@aol.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Anniemaria Wikstrom

","Anniemaria Wikstrom","miwikstrom@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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ansu kamara

","ansu kamara","ansu.kamara@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I have been in the airline industry for 33 years we need a fair election process for those who want union representation, it is their right to choose.

Anthony DAloiso

","Anthony DAloiso","tdaloiso@iam141.org"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Anthony Lerro

", "Anthony Lerro", "Anthony.lerro@delta.com"

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Anthony Ullakko

", "Anthony Ullakko", "weloff99@yahoo.com"

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Antonio Lopes

", "Antonio Lopes", "lisbon13@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Antonio Smith

", "Antonio Smith", "Antonio.smith@nwa.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Chlamyidian tetracycline. <<http://chlamydia-tetracycline.bravehost.com>>
More... <http://chlamydia-tetracycline.bravehost.com>

apakycanoSada

", "apakycanoSada", "acouppypict@mail.ru"

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[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

apdtxr

", "apdtxr", "jpdpegboardfrench@gmail.com"
"Re: Proposed NMB Rule Change For Union Representation
Elections", "December 16, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

I support the above letter in its entirety. I would also like to add my comment.

For God sake, this is the United States of America. In my opinion, any attempt to de-capitalize our great nation is an act of treason.

"Don't Tread On Me"

Mark T. Arbuckle

CVG Sky Club Leader

859-767-5258

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", "Arbuckle, Mark T", "Mark.T.Arbuckle@delta.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

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Sincerely, Lynda Arcaris

","Arcaris, Lynda","Lynda.Arcaris@delta.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964
","November 22, 2009

Elizabeth Dougherty, Chairman Harry Hoglander, Member Linda Puchala,
Member National Mediation Board 1301 K Street, NW Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Francois ARDOIS

Delta Airlines, Purser

", "ArdoisF", "ArdoisF@atlanticbb.net"

"Subject: RLA Voting Proposal Change", "

To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic; but it gives the companies against unionization yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Marielaine Cappele
NWA / Delta Flight Attendant
arhodiemom@aol.com

", "arhodiemom@aol.com", "arhodiemom@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Arno L. Rasmussen

", "Arno L. Rasmussen", "westfork@blackfoot.net"
"FW: Re: Proposed NMB Rule Change For Union Representation Elections
Docket No. C-6964", "

November 22, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Thank you for your sincere attention,

Jeanne M. Arocho

Delta Air Lines

108 Yorktown Court

Simpsonville, SC 29681

P: 864 684 6877

","Arocho, Jeanne","Jeanne.Arocho@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

To Whom it may concern: My name is Arthur Eric Lanier Hunter unfortunately I have always worked for the airline industry, from Pan American Airways to Delta Airlines then to Northwest Airlines it seems I will be back at Delta Airlines. They are not to be trusted in how they treat their employees. I had to leave from Delta not by choice for something I was blamed for but did not do. If I had union representation I know things would have been different. I got into the airline industry by accident I have been doing this for so long this is what I know and what I am good at. We need union protection now and always what is wrong with one man one vote? PLEASE GIVE US ONE MAN ,ONE VOTE now in this economy employees need protection, the protection a union will provide. Thank you.

arthur eric lanier hunter

","arthur eric lanier hunter","AELH@PRODIGY.NET"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Arthur John Gaura Jr

","Arthur John Gaura Jr","Johnancy@comcast.net"
"Docket No. C-6964 Proposed Voting Rule Change","The Honorable Elizabeth Dougherty
Chairman, National Mediation Board
1301 K Street, NW, Ste. 250
Washington, DC 20005

The Honorable Harry Hoglander
Member, National Mediation Board

1301 K Street, NW, Ste. 250
Washington, DC 20005

The Honorable Linda Puchala
Member, National Mediation Board
1301 K Street, NW, Ste. 250
Washington, DC 20005

I am writing to oppose the proposed voting rule change being considered, Docket No C-6964. I am of the belief that a majority of the class/craft should determine representation for that class/craft. The burden for representation should be on the majority of employees of that class/craft who want representation. The election process has been fair and democratic for over 75 years, allowing for the majority of the employees of that class/craft to decide on representation.

Thank you for your consideration.

Ashton Therrel, Jr.
707 Gladstone Rd NW
Atlanta, Georgia 30318-1711
404-355-1909
Delta Air Lines Flight Attendant
25 years service

","Ashton Therrel","ashton.therrel@gmail.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Alfreda Goldwire
1508 Stillwood Drive
Savannah, GA 31419

","ashyfree@aol.com","ashyfree@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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dtprem <https://launchpad.net/~sqglamorouswalters> levitra cost lorxwq
levitra cost <<https://launchpad.net/~sqglamorouswalters>> kuxejn
<https://launchpad.net/~sqglamorouswalters> - levitra cost sihgfr [url -
<https://launchpad.net/~sqglamorouswalters> levitra cost tkhwdb
<https://launchpad.net/~stanfordqkaustria> purchase levitra tjojby purchase
levitra <<https://launchpad.net/~stanfordqkaustria>> kymocv
<https://launchpad.net/~stanfordqkaustria> - purchase levitra dmhuya [url -
<https://launchpad.net/~stanfordqkaustria> purchase levitra

aslbab

","aslbab","sqglamorousWalters@gmail.com"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Patricia Worriels
801 Waters Ave.
Savannah, GA 31404

","atulocal11324@aol.com", "atulocal11324@aol.com"
"Docket Number C-6964", "November 20th, 2009
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005
Re: Proposed NMB Representation Rulemaking - Docket Number C-6964
Dear NMB Members,
I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Amanda K. Johnson
Flight Attendant Delta Airlines
", "aturchan@aol.com", "aturchan@aol.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries

as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
autumn aalyson
4909 Stonehaven dr.
Columbus, OH 43220

","autumna9@aol.com","autumna9@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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wilhvf <https://launchpad.net/~craseeicilil1975> generic cialis overnight
yjkcb1 generic cialis overnight <<https://launchpad.net/~craseeicilil1975>>

pguael generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
njpxga buy>buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> hpdlni
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in
usa

awobet

", "awobet", "freireobiliko1352@gmail.com"
"Docket c-6964", "I would appreciate support of the rule change governing
RLA union representation.allowing a union to be certified with a
majority of members voting, not of all members in that class or craft. No
other election is carried out in that manner where a non vote is a no
vote. thank you. David Miklos 423 Glendale road Beaver Falls Pa
15010. Airline Employee

", "B F", "darkphoenix96@gmail.com"
,

I SUPPORT DOCKET NUMBER C-6964

B.Anderson
", "B.", "bea75056@sbcglobal.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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in America today.

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and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

B. Dean Webb

", "B. Dean Webb", "bdeanwebb@sbcglobal.net"
"Docket # C-6964", "National Mediation Board

1301 K Street NW, Suite 250 East

Washington, DC 20005-7011

TO WHOM THIS MAY CONCERN:

This is regards to the proposed rule change in the Railway Labor Act - Docket # C6964 elections. I am in FAVOR of theis proposed change in the rule because it will bring real democracy to the Railway Labor Act Elections.

Please place my comments and statement of being in FAVOR of this change into the record.

Sincerely yours,

B. R. Williams, Sr.

Vice-President

Texas AFL-CIO

","B. R. Williams","brw@ila28.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
DAN COUNCIL
616 BOB WHITE CT
LODI, WI 53555

","B52DAN@AOL.COM","B52DAN@AOL.COM"
"","No I am in favor of leaving the voting the way it currently is and NOT changing!!

Bob Bailey

","Bailey, George","George.Bailey@delta.com"
"Proposed NMB Rule Change","November 28th 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Tammy Baker

","Baker, Tamera M","Tamera.M.Baker@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

barb hamrick

","barb hamrick","cubsgirl1017@yahoo.com"
"docket number C-6964","Dear Sirs,
I am a Delta Airlines flight attendant and I support the proposed rule change for future union elections. Please help me and my colleagues have a fair election this time.
Sincerely,
Barbara DeCesari

Windows 7: It works the way you want. Learn more.

<http://www.microsoft.com/Windows/windows-7/default.aspx?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_evergreen:112009v2>

", "barbara decesari", "barbiflys@hotmail.com"

"Docket No. C?6964.", "I am writing this email to address the upcoming vote proposing to amend the Railway Labor Act Rules that govern the way in which ballots are counted for union representation in the Airline industry. I am a Pre merger Northwest flight attendant, American citizen and registered voter.

As all of the above I request that the board consider with all seriousness the way that union representation votes are held in the airline industry. As a registered voter I feel it fair that in any election I fail to cast my ballot, I have no voice in the process. This is how an election should be determined in a Democracy. I would never expect that if I left my ballot lying about or threw it into the trash that automatically I would be voting NO on any initiatives or incumbents included on this ballot.

I was surprised and discouraged to read a quote from a NMB member to the effect that we should continue this process of voting because this is how it has always been done. If we follow this line of thinking, women would not be voting, there would be no public schools, several good amendments to our constitution would have never been included as law and ...you get my point.

At a time when we as a country, (indeed as a world) are looking to a better future for all human beings, I have to ask myself why any United States governmental body would choose to take a seeming step backward.

You have an incredible opportunity before you members of the NMB. It seems that rail and air transport is diverse enough in the 21st century that a fair voting process would not be so detrimental to commerce. It seems that a fair voting process would only stand to benefit the men and women who work hard every day to help build this country back to being the beacon of what democracy means for all people rich and poor. It seems that the unfair voting practice of today only stands to benefit a handful of men and women, those who have admittedly worked hard to have a position at the top but have possibly forgotten the importance of an everyday laborer to have some say in their daily work environment.

This Board has a chance to right a wrong and it is a simple thing, just allow us a fair vote for our future. Once we have that privilege, some will vote ""yes"" and some will vote ""no"" and the ballots will be counted and the outcome honored, as it is in elections across this country every day. Give us hard working men and women a real voice in the process, make sure that someone's trash is not counted as a ""no"" vote.

Barbara Napier
Northwest Airlines FA

Seattle Base

", "Barbara Napier", "bar_nap@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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barbara r dinardo

", "barbara r dinardo", "niknbarb@yahoo.com"
"News Scan, 12-7-09", "Current and previous news scans are stored in the Corporate Memory System.

NMB NEWS SCAN - December 7, 2009

...today's editor: Rachel Barbour

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Airline Articles

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If you're too sick to fly, you may have to pay

12-7: The Herald

ATLANTA — Passengers are encouraged not to fly if they are sick, but it could cost you if you follow that advice.

The Centers for Disease Control and Prevention recommends that people do not travel if they are sick, and that they stay home and avoid travel for at least 24 hours after fever or fever-like symptoms are gone.

It also advises airlines that if a passenger or crew member is displaying flu-like symptoms prior to flight, that person should not board the aircraft.

Delta Air Lines and United Airlines will charge a fee of \$150 to make changes to the itinerary of nonrefundable discounted coach tickets prior to departure. Some carriers make exceptions if a passenger is sick — and has proof. Policies vary by carrier and situation.

Full-fare tickets are generally refundable and don't carry fees if you change your itinerary.

Here's a primer on different airline policies and other options you may have to protect the full value of your ticket if you have to cancel or change your plans because of illness.

AirTran Airways doesn't charge a fee if a passenger has a documented case of the swine flu and cancels or changes their travel plans, but that policy only applies to that specific illness. Spokesman Christopher White

said the airline's \$75 change fee would apply if you cancel or change your flight for another reason.

American Airlines says it can deny boarding to a passenger who has a communicable disease that can be transmitted to others onboard an aircraft. Ultimately, it's a judgment call for the airline, which has staff physicians it can consult if there is a question at the airport about a passenger's symptoms, spokesman Tim Smith said. If boarding is denied by American under those circumstances, the full value of the person's ticket will generally be preserved. However, if passengers choose not to travel because of an illness or for other reasons, then they will have to pay a change fee if they bought a lower-priced nonrefundable ticket.

Delta works with passengers who are ill and unable to travel on a case-by-case basis. When a doctor's note is supplied, Delta will waive its change fee, though its policy states that travel must be completed within one year from the purchase date of the original ticket.

Not to worry on Southwest Airlines. It doesn't charge fees for anyone who changes or cancels a flight. A credit for the cost of the ticket can be used within 12 months of the cancellation, according to the airline.

United will waive the fee to change a ticket if a passenger is too sick to fly, but the passenger will have to present a doctor's note.

"We do keep an eye on those who are visibly sick and will call for medical assistance on the ground and in the air to ensure we do what's in the best interest of everyone," spokeswoman Robin Urbanski said.

Some credit card companies offer travel cancellation insurance for airline tickets purchased using their cards. Citi offers trip cancellation/interruption coverage as a feature on some of its cards. In the event you are prevented from taking or continuing a trip, you would be eligible to receive up to \$1,500 in coverage.

Alaska Airlines offers travel insurance when passengers purchase tickets on its Web site. The fee, through partner Access America, is determined based on several factors, including the price of your ticket. For

instance, it would cost about \$26 for a \$500 flight between Atlanta and Seattle.

The fee provides coverage for your nonrefundable air ticket costs, up to \$3,000, if you have to cancel your trip due to reasons like medical emergencies or bad weather.

That would more than cover any change fees an airline might charge, giving you peace of mind when you choose not to fly because you are sick.

"The number one issue is getting well enough to travel," said Robert Mann, an airline industry consultant in Port Washington, N.Y. "All else is secondary."

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Railroad Articles

#####

None today.

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General Interest

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'Amtrak' circles national Xmas tree

12-7: UTU News

WASHINGTON -- Model trains are as much a part of the holiday season as candy canes and stockings, and this year Amtrak is honored to have a model train representing America's railroad operating beneath the most famous Christmas tree of all -- the National Christmas Tree, according to Web site www.fosterfollynews.com.

Working with the National Park Service, the National Park Foundation, and the National Christmas Tree Railroad, Amtrak has provided one of several

model trains that will circle the 42-foot Colorado Spruce several thousand times during the holiday season, making its final run at the end of December.

The Amtrak model train is 1:22.5 in scale and includes two GE Genesis P42 diesel locomotives and four single-level Amfleet passenger cars plus a café car. The model represents Amtrak Northeast Regional service south of Washington, D.C. and Midwest Corridor service where the trains operate using this type of equipment.

"Amtrak is pleased to be a part of one of nation's most treasured holiday traditions," said Emmett Fremaux, Amtrak's vice president of marketing and product development. "We hope a visit to the National Christmas Tree to see our model train will pique interest among kids of all ages to choose traveling by train on their next trip."

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[Index of the Daily Labor Report](#)

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[LEADING THE NEWS](#)

[Employment:](#)

[November Jobless Rate Falls to 10 Percent As Employers Shed 11,000 Jobs, BLS Says](#)

[NEWS](#)

[Canadian Economy:](#)

[Canada Jobless Rate Declines to 8.5 Percent In November as Employment Surges 79,100](#)

[ERISA:](#)

[Citing Judicial Economy, Court Lifts Stay In Fees Case Against International Paper](#)

ERISA:

Court OKs Employee to Proceed With Claim That Lack of Diversification Caused Losses

Employment:

ETA Stages Contest for Online Job Search Sites

FLSA:

Marc's Stores and Xpect Discounts Agree To Pay \$426,504 in Back Overtime Wages

First Amendment:

County Violated Sheriff Deputies' Rights By Religious Presentations, Court Affirms

Genetic Discrimination:

EEOC Rule Inserts GINA References Into Agency's Procedural Regulations

Health Care:

Borzi 'Cautiously Optimistic' That Congress Will Continue the COBRA Premium Subsidy

Health Care:

Corporate Leaders Discuss Benefits, Implementation of Wellness Programs

Human Resources:

SHRM Says Firms Still Holding Holiday Parties

Immigration:

CIS Plans to Introduce Program to Validate Employer Information on Visa Petitions

Labor Department:

DOL Unveils Semiannual Regulatory Agenda; Solis and Agency Heads Will Host Web Chats

Pensions:

Bill Would Require 401(k) Annuity Value Projections

Safety & Health:

Senate Votes Unanimously to Confirm David Michaels as OSHA Administrator

Trade:

Lawmakers Say Service Jobs Help Economy, Must Be Included in Free Trade Agreements

Unemployment Insurance:

Senate Bill Would Extend UI Authorization, Expand Work Share Program to All 50 States

Unfair Labor Practices:

NLRB Judge Concludes El Paso Disposal Committed Range of Labor Law Violations

Unions:

Judge Refuses Request to Enjoin Merger Of Three Nurses' Unions Into RN Superunion

WARN Act:

Former Law Firm Workers Failed to Plead Facts Showing WARN Act Liability, Court Says

Whistleblowers:

Trucker Fired for Refusing Excessive Hours Held Entitled to Reinstatement, Back Pay

TEXT

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Index of the Aviation Daily

The paper copy of the Aviation Daily is available to you in the NMB Library. Please return originals to the Library.

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News

Open Skies Deal Within Reach As U.S., Japan Begin Talks

Labor, Management Square Off At NMB Open Hearing

Southwest Reports 12% Jump In November Unit Revenue

Airports Need To Involve Community To Attract Air Service

China Assigns Canada With Approved Destination Status

Boeing Signs Second 747-8I Customer As Design Nears Completion

Airbus Begins A350XWB Construction In Nantes

Cargolux Recapitalizes After Suffering Heavy Losses

Jazz To Launch Newfoundland Point-To-Point May 1

Embraer's Phenom 300 Wins Brazil Certification

U.S. Japan Open-Skies Accord: One Chance To Get It Right

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", "Barbour, Rachel", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=BARBOUR"
"Docket No. c-6964", "Please change the rules for voting in elections to a
yes/ no where every vote counts

Barry
", "Barry", "barrylnwa@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Basam Alli

","Basam Alli","bas512003@yahoo.com"
" SProposed NMB Rule Change For Union Representation
Elections","12/07/2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Bauer, Lisa","Lisa.Bauer@delta.com"
"Union Representation Elections"," 11/30/2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Having been an employee at Northwest Airlines for the past 21 years, starting out as a mechanic, I have seen the damage that unions can do to a company. Please don't let this scam by the unions pass. If it passes, it will be the beginning of the end for Delta Air Lines as a great place to work. Delta has better work rules and benefits than if they had a unionized work force. The unions don't really care about the members, it is concerned only with the welfare of the few that are staunch union supporters. These Socialist organizations do not belong in a free society.

", "Bazemore, James H", "James.H.Bazemore@delta.com"
"VOTE", "ILL BE VOTEING FOR THE I.A.M WHEN IT COMES TO VOTEING
", "BBuckrogers@aol.com", "BBuckrogers@aol.com"
"proposed NMB Rule Change for Union Representation Election C-6964", "Dear
NMB Members,
On behalf on Local 789 UFCW and its members we strongly support a change
in the National Mediation Board's policy allow a majority of workers who
cast ballots to determine the outcome of union representation elections
in the airline and railroad industries as is the case in all other
industries. We represent retail workers and under the National Labor
Relations Act a majority of the workers who vote in the election get to
decide if they want a voice at work. It is a process that works and a
change in your current policy would encourage one person one vote and
would truly be democratic.
Please support the proposed change.

Respectfully,
Bernie Hesse, Director of Special Projects
UFCW Local 789
", "bchesse@att.net", "bchesse@att.net"
"Docket #C-6964 ", "I am in full support of the NMB's proposed change for
how representational elections are held. It is the only way to have a
fair election.

Thank you,
Bob Adam
Beaverton, Oregon

Sent from my Verizon Wireless Smartphone
", "bdmadam@yahoo.com", "bdmadam@yahoo.com"
"Docket No. C--6964 Comment on proposed change ", "NATIONAL MEDIATION
BOARD

29 CFR Parts 1202 and 1206

[Docket No. C-6964]

RIN 3140-ZA00

Representation Election Procedure

The proposed change would bring the NMB rule in representation disputes
under the Railway Labor Act in line with that used by the National Labor
Relations Board (NLRB) for nearly 70 years. The NLRB rule says that for
a union to be certified the union must receive 50% plus one of the votes
of those voting -- not of all eligible voters. The NLRB rule has
resulted in very high election turnouts, which has been viewed as
successful by labor, management and academics.

The NLRB rule is in line with that used in nearly all American election
processes. The winner is determined by counting only the ballots of
those who voted. Those who did not vote -- who voluntarily absented

themselves from the electoral process -- are not permitted to have an impact on the outcome. The NMB proposed change would bring the NMB electoral rule in line with the rest of America.

The current NMB policy creates a perverse incentive. Rather than educating workers on why they should vote against union representation, employers are incented to encourage workers not to vote. They may do this because it casts them in a less partisan, less adversarial posture. But employers know it produces the same effect since a worker who doesn't vote is counted as voting against the union. Incenting non-participation in the electoral process is anti-democratic. For a federal board to persist with a rule with this perverse incentive is highly anomalous.

Finally, the current NMB policy defies logic. Why would one assume that all workers who do not vote in the representation election would vote against the union? Can one plausibly assume that workers who don't vote are pro-employer, especially when one considers that these non-voting workers know the employer much better than they know the union and yet they fail to turn out to vote for the employer (against union representation)?

The NMB may have followed this odd, anti-democratic, illogical rule for decades, but there is no good reason to continue to do so. The logical NLRB rule that incentivizes high turnout in union representation elections has prevailed under both Republican and Democratic boards. The NMB should follow suit.

Sincerely,

Janice R. Bellace

Samuel Blank Professor of Legal Studies and

Professor of Management

Chair, Dept. of Legal Studies & Business Ethics

The Wharton School - University of Pennsylvania

3730 Walnut Street - 672 JMHH

Philadelphia, PA 19104-6340

USA

Tel +1-215-898-6820

Fax +1-215-573-8585

e-mail: bellace@wharton.upenn.edu <mailto:bellace@wharton.upenn.edu>

","Bellace, Janice","bellace@wharton.upenn.edu"
"Proposed NMB Rule Change For Union Representation Elections","

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Bellis, Barbara A","Barbara.A.Bellis@delta.com"
"change rule","please change the rule to a yes or no vote !
","BEllis8627@aol.com","BEllis8627@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Per the docket No. C-6964 above, I support the above NMB's proposed change to NMB Election rules

Ben L. McKinley

","Ben L. McKinley","sorefeet63@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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benjamin garza

", "benjamin garza", "bgarza16@sbcglobal.net"
"Union", "While ""Unions"" may seem to be a deterrent against unfair labor practices, It has a history of destroying the core business of the companies that use them (NorhtWest AirLines).
When a major private company is chokeholded by faulty union representation, it could have an disasterous economic fallout on employees and industry accros the board.
Strong private corporations do not have to soccumb to union ambitions. They simply have to get aggressive (MARKETING) with their policies to incorporate the very same things that a unions would claim they can do. And best of all, it will be an in-house program that employees will garner confidence in without the chokehold and cost!
I am toyally against unions in a corporate environment.
I suggest that corporate structure seize this opportunity to market a win-win plan to their employees.
This union attempt to rely on the voting mechanisms could prove fatal without active involvement to gain the trust and support of vulnerable employees.
It's obvious that the union sees a vulnerability and a window of opportunity.
Delta Inc; be proactive and close the window!!
I guarantee the employees will praise and follow your lead!!

THEN, WE WILL ALL CELEBRATE IN VICTORY.....
", "Benjamin Louison", "neblouis@yahoo.com"
"", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Sincerely,

Roberta M. Shelor

","Bert Shelor","bert-shelor@tampabay.rr.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please stand up for the working people of this country!

Beth Houlihan

","Beth Houlihan","mrhoulihan@cox.net"
"Fwd: C-6964","

----- Forwarded message -----
From: Beth Slichenmyer <bslichenmyer@gmail.com>
Date: Thu, Nov 26, 2009 at 5:41 PM
Subject: C-6964
To: legal@nmb.com

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

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Sincerely,

Beth Slichenmyer
Delta Flight Attendant

","Beth Slichenmyer","bslichenmyer@gmail.com"
"NMB voting rules","To: Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

From: Jeffrey C. Banks, Pre-Merger Northwest Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Jeffrey Banks and I am a 25 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union, where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,
Meribeth Dulick
52 Ritch Ave West
Greenwich, CT. 06830
Delta Airlines Flight Attendant since 1991
", "betsy dulick", "betsydulick@gmail.com"
"", "November 14, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours at Delta Air Lines.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Daniel Betts
Delta Air Lines
Airport Customer Service Dept 125
Dayton, OH
daniel.r.betts@delta.com
", "Betts, Daniel R", "Daniel.R.Betts@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

beverly fugere

","beverly fugere","bfugere@hughes.net"
"Docket No. C-6964","

December 12, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

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I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues

resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Beverly Lee

", "Beverly Lee", "bev031651@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Beverly Walker

", "Beverly Walker", "misssbmw@aol.com"

"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty

DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is

lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Brett Hulme
5604 Jan St
Savannah, GA 31406

","bhulme@bellsouth.net", "bhulme@bellsouth.net"
"A Fair Vote - that's all we are asking for", " Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big business from stuffing the ballot boxes with silent ""NO"" votes from members who no longer should be on the active employee list and of course those that are deceased. It must be exhilarating to be able to vote posthumously! I view that as complete disregard for working employees who would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do have contracts, that would like to see those who do not, but yet continue to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It should be in the hands of the employees! I would like to see them stop interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers. Can anything be done to stop the Delta management from stuffing my company email box with anti-union and anti-fair vote propaganda?

This brings to mind the voting scene in Iran early in 2009. If we don't stop big business now....will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Respectfully,
Bill Haworth
23-year DTW F/A

", "Bill Haworth", "haworth@mchsi.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bill Mathis

", "Bill Mathis", "zmathis@vnet.net"
"Docket Number C-6964", "Dear NMB Memers,

I am writing in support for the proposed change in the election process. I believe this is the only way for any group to have a FAIR election!!! It keeps a company from interfering with our right to organize, and gives the people the same fairness that every other company and union outside the Transportation industry gets. What is wrong with that? Companies will know longer pad their seniority lists with contractors, fired employees, employees that quit, the retired, and the deceased!!!! Yes that does happen !!! If you are not part of the electoral process, than you should not be counted. It is the same rules we have in place to vote in our city elections, our state, and our president. In my eyes it is Un-American to count a person that doesn't vote a ""NO VOTE"".

Thank You,

William Miller
IAM/Delta/Fleet Service
", "Bill Miller", "bmiller1230@wowway.com"
"Docket Number C-6964", "Dear National Mediation Board Members:

In America, unlike some countries, citizens have a right not to vote in elections. Eligible voters have several choices: To vote for this or that candidate or stay away from the polls altogether. Those who don't vote are not counted as favoring one candidate or another. Their choice not to participate in the election and let others decide

the outcome is honored.

The Railway Labor Act procedure of counting non-voters fails to distinguish between a choice not to vote and a choice against union representation. It disregards voters' right not to participate and, in effect, compels nonvoters to be counted as voting whether they choose to or not. This is inaccurate and violates citizens' freedom to sit out elections.

As an ardent, regular voter, I wish more people would vote in all elections, but it's a free country and I respect people's right not to exercise their rights. The National Mediation Board should do likewise and correct the flawed Railway Labor Act procedure.

Please change National Mediation Board rules so that the outcome of union representation elections is determined by a majority of voters who choose to cast ballots.

Sincerely

Bill Moore
2108 Niles Ave.
Saint Paul, MN 55116

","Bill Moore & Mary Wagner","moowag@scc.net"
"Docket #C-6964","Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank you,

William Shurtz
Medford, Oregon

Windows 7: I wanted simpler, now it's simpler. I'm a rock star.
<http://www.microsoft.com/Windows/windows-7/default.aspx?h=myidea?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_myidea:112009>
","Bill Shurtz","wwshurtz@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Billiejo liyanage

","Billiejo liyanage","Liyanagebj@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Billy disla

","Billy disla","Badisla@cox.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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biniam tekie

","biniam tekie","biniam.tekie@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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xdeoqg <http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix> buy lasix wzndfp buy lasix
<<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> emxctd buy lasix
<<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> utxfex
[url]<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>[/url] buy lasix

bipahr

", "bipahr", "glennontoothman47574@gmail.com"
"Docket Number C-6964 NMB proposes amendment to the RLA", "December 7, 2009

Dear National Mediation Board Members-

Honorable Chairwoman Elizabeth Dougherty
Honorable Harry Hoglander
Honorable Linda Puchala

Re: NMB proposes amendment to the RLA (Docket Number C -6964)

I would like to take this opportunity to share my opinion on the proposed amendment to the Railway Labor Act.

Over the years, many labor activists have tried to compare a union representation vote to our government elections. This comparison is truly flawed! Please, let me explain.

The current US government was established through the ratification of the Constitution of the United States of America. The requirement was that a majority of at least 9 of all 13 states first ratified the Articles in their state (all 13 did). For this new government to work the way it was

designed, the necessary positions have to be filled which is accomplished by the elections we now hold every 2 to 6 years.

A union vote is actually a step taking place before any of this occurs. It asks the employees: Is there a need for a government? Only a true majority (50% plus 1 of all employees) should be able to make that determination! I think the unions should be glad it does not require 9/13 of all parties involved!

Should a union be voted in, elections within that union could resemble those we hold for our government officials. But this is usually the point where unions like to stop comparing one to the other, many leadership positions are not up for direct elections by the employees.

I am also concerned about the fact that there is no process in place to decertify a union. That circumstance alone should prompt you to ensure the majority of employees want representation in the first place!

The RLA was enacted to protect the right of employees to organize and bargain collectively while trying to avoid any interruption to commerce. Confirming that a union has the backing of the majority will do just that!

I hope you will take my thoughts on this matter into consideration.

Respectfully,

Birgit Gerstle
Delta Air Lines Flight Attendant

","Birgit Gerstle","gerstleb@bellsouth.net"
,"A yes should be a yes volt & a No should be a No volt."
Thanks

","BJ McCallie","bjginnymccallie@att.net"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Bryan James
80 Craig Ave.
Madison, WI 53705

","bjames@library.wisc.edu","bjames@library.wisc.edu"
"Proposed NMB Rule Change For Union Representation Elections(Docket No.
C-6964","[DATE]
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Blakeman, Amy M", "Amy.M.Blakeman@delta.com"
"Union Vote", "Why are changing the rules of union voting? Just because you are Democrats leave it alone."
", "blazeret@aol.com", "blazeret@aol.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Jeffrey Ferrer
6313 Bray Court
Dublin, CA 94568

", "blueamdg@yahoo.com", "blueamdg@yahoo.com"
"Docket No. C-6964", "Bill Miller
Retired UAW member
Subject proposed NMB change
Docket No. C-6964

I am writing for this change on behalf of all our hard working transportation employees. I cannot believe that this rule is still in effect after all these years. The airlines and all employees needs a fair Democratic voting procedure and there is nothing fair about the way it is now. It does not uphold our rights as Americans to the same voting we have in city, state, and other election processes. If people want their vote to count one way or the other then they need to vote. I thank God we in the UAW never had to deal with this rule and ask the NMB to change it so the transportation employees never have to deal with it again. This is America stand up and be counted.

", "bnmiller2@sbcglobal.net", "bnmiller2@sbcglobal.net"
"Docket #C-6964", "National Mediation Board:

Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

1301 K Street, NW

Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their

relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Robert C. Applewhite

PMNW FA

FREE Christmas Animations for your email - by IncrediMail! Click Here!
<<http://www.incredimail.com/?id=604304&rui=62260435>>
", "Bob Applewhite", "meskydancer2@earthlink.net"
"Proposed Rule Change and Public Comments", "Hi Mr. Wagner,

Hope your holidays went well.

Can you advise when the NMB site will be updated with Public Comments received since Dec 8, 2009, the last update?

Thanks,
Bob Baker

----- Original Message -----
From: Wagner, Dean <<mailto:wagnerOLA@nmb.gov>>
To: rpbakeriii2001@yahoo.com
Sent: Monday, December 14, 2009 10:35 AM
Subject: FW: Public Comments

Mr. Baker,

We have been overwhelmed with public comments concerning the rule change. We also had to organize the public meeting which made it difficult to keep up with comment posting. That said, last week we posted the transcript of the public meeting and the submissions of the speakers. In addition, public comments through December 8th have been prepared and will be posted on Tuesday December 15, 2009. We have tried to eliminate the duplication of form letters (one letter was received 2898 times) and will instead post only one sample of each. It is true that some comments have been posted even though they are not signed. We also received several that were signed and dated but had no comment! This is not an election so there is no requirement to certify the standing of anyone making a comment. The comments are simply that, comments. Many are clearly from individuals or groups that have no direct relationship to the question.

Thanks, Dean Wagner

From: Johnson, Mary
Sent: Monday, December 14, 2009 10:54 AM
To: Wagner, Dean
Subject: FW: Public Comments

From: Rainey, Daniel
Sent: Monday, December 14, 2009 10:53 AM
To: Bob Baker
Cc: Johnson, Mary
Subject: RE: Public Comments

Mr. Barker:

With this reply I am forwarding your concerns to the NMB General Counsel, Mary Johnson, who is managing the proposed rulemaking process for the Board. I am sure her staff can answer your questions.

From: Bob Baker [mailto:rpbakeriii2001@yahoo.com]
Sent: Monday, December 14, 2009 10:25 AM
To: Rainey, Daniel
Subject: Re: Public Comments

Mr. Rainey,

Thank you so much in helping me to find the public comments.

I have some concerns though. It seems no new comments have been added in weeks. Also why are there public comment letters/emails with no names/signatures?

Thanks,

Bob Baker

(972) 602-8776

rpbakeriii2001@yahoo.com

----- Original Message -----

From: Rainey, Daniel <mailto:Rainey@nmb.gov>

To: Bob Baker <mailto:rpbakeriii2001@yahoo.com>

Sent: Monday, December 07, 2009 5:26 AM

Subject: RE: Public Comments

Click on this link to go to the page where the comments are being posted.

<http://www.nmb.gov/representation/proposed-rep-rulemaking.html>

From: Bob Baker [mailto:rpbakeriii2001@yahoo.com]

Sent: Saturday, December 05, 2009 4:18 AM

To: Rainey, Daniel

Subject: Public Comments

Mr. Rainey,

Where on the web site can I view Public Comments that have been received by the NMB on their proposed rule change concerning representation published in the Federal Register on Nov3,2009?

Thank you,

Bob Baker

(972) 602-8776

rpbakeriii2001@yahoo.com

","Bob Baker","rpbakeriii2001@yahoo.com"
"election rule change","To whom it may concern:"

I am a 31 year veteran flight attendant for Northwest Airlines. I am writing to SUPPORT the proposed rule change regarding the procedures governing representation elections. I support a yes/no system of counting where the votes cast are the ones counted.

Thank You,

Bob Charbonneau

","Bob Charbonneau","aviron@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bob Seger

","Bob Seger","bseger1959@msn.com"
"Docket C-6964", "

To whom it may concern:

I would like to see the rules ammended in union representation so that I may vote under the same standard found everywhere else in our system of democracy. Every person should have the right to vote ""YES"", ""NO"" or abstain all together. If a person abstains from voting that is their choice and should not be considered a ""NO"" vote. If someone feels strongly enough about not having union representation they should have to voice that opinion and vote against it. That is true democracy.

Roberta Foger
Delta Flight Attendant

","bobbie foger","jetlaggedtoo@yahoo.com"
"My comments","I don't understand, why this should be a surprise to any-
one that Anderson has not respond to any of the union request about the
voting.
When we are dealing with a bunch of Dictators, Rapist, Thieves,
Inconsiderate SOB's What should any-one expect! All they are interested
about is there ego and Bank Accounts, Not the well been of there
EMPLOYEES!!!!!! THANK YOU VERY MUCH!!!!!!!!!!
","Bobby Martell","elpia222@verizon.net"
"doc # 6964","

TO WHOM IT MAY CONCERN,

MY NAME IS ROBERT AND I AM WRITING TO SUPPORT THE RULE CHANGES
WITH THE VOTING PROCEDURES. AS A CITIZEN OF THE GREATEST COUNTRY IN THE
WORLD,IT IS ABOUT TIME THE NMB HAS REALIZED THAT A FAIR DEMOCRATIC VOTE
IS THE WAY TO GO. VOTING IS ONE OF THE GREATEST CIVIC DUTIES ANY AMERICAN
HAS,AND FROM A YOUNG AGE I HAVE BEEN TAUGHT THAT EVEN A SINGLE
INDIVIDUAL HAS A VOICE AND CAN CREATE CHANGE. I HAVE ALSO BEEN TAUGHT
THAT YOU HAVE TO BE IN THE FIGHT TO WIN THE FIGHT. SO WHATEVER CHANGES
YOU WANT VOTE IN THAT DIRECTION,BUT VOTE OR DO NOT EXPECT TO BE COUNTED

SINCERLY,

ROBERT(DELTA FLIGHT ATTENDANT)
","bobbyfishernwa@comcast.net","bobbyfishernwa@comcast.net"
"Docket Number C-6964","To the NMB Board,

I am writing to let you know that I am in full support of the NMB's
proposed change for how Representational Elections are held under the
Railway Labor Act. I fully support changing the rule to let the majority
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I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,
Bob Moore
Alaska Airlines
Vancouver, WA

","Bobmoore7@aol.com","Bobmoore7@aol.com"
"","[12/15/2009]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Tommy Boen

", "Boen, Tom", "Tom.Boen@delta.com"
"Re: Proposed NMB Rule Change For Union Representation
Elections", "12/17/09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Thank you,

Shane Bogni

","Bogni, Shane","Shane.Bogni@delta.com"
"docket #C-6964 ","My name is Bonnie Call and I am a NWA/Delta airlines flight attendant. I am writing in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process.

Thank You,
Bonnie Call
#107043

","bonnie call","bonnielcall@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I am seeing first hand how Delta managers are intimidating their workers. These people live in daily fear, and some of them would not dream of

casting a vote for union representation, in case it does not pass, and the company finds out they voted for having a union. I am starting to feel the fear in my own life, even though I still have union membership. Please change this rule, and count only the votes cast. Thank you.

Bonnie Ruzich

","Bonnie Ruzich","bzblue123@yahoo.com"
"rule change","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Sincerely,

Bonny Putney

", "Bonny Putney", "bppetney@bellsouth.net"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Edward Walsh
1 Saint Clare Road
Dorchester, MA 02122

","bosfly@aol.com","bosfly@aol.com"
"Docket Number C-6964","November 23, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

As a Delta flight attendant I am writing to express my full support of the proposed voting rule change regarding union certification elections. I wholeheartedly agree with the National Mediation Board's determination that the rule change would be a more reliable measure and indication of employee sentiment in representational disputes. I also feel that this voting rule change furthers the statutory goals of the National Mediation Board.

No other election that I know of in this country uses the current voting method. Doing so would call into question any type of election and the validity of elected officials. Were the non-vote equals a no-vote mentality to be a fair assessment in these type of elections, then the opposite would also be a fair assessment; that a non-vote were to be counted as a yes vote in such a voting procedure.

I appreciate your consideration in this very important voting rule change and urge the NMB to change to rule as proposed.

Sincerely,

Bradford Greenhalgh

Delta Air Lines

", "Brad Greenhalgh", "ypbradford@q.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Let's use the same democratic process that we use in any other election held in this country. Only those who take the time to vote should have a say - yay or nay. Thanks.

Brad Walker

", "Brad Walker", "hbwalker13@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bradley Carroll

","Bradley Carroll","bc0656@aol.com"
"Docket Number C-6964","Elizabeth Daugherty, Chair
Harry Hoaglander, Member
Linda Puchala, Member
National Mediation Board
Suite 250 East
1301 K Street NW
Washington, DC 20005-7011

Dear Chair Daugherty:

Attached is my letter of support for the ""Proposed Rule Change for Union Representation Elections - Docket No. C-6964."" I have mailed you a hard copy of the letter. Thank you for your time and work on this rule change.

Sincerely,

Bradley A. Lehto
2001 Wheeler Street North
Roseville, MN 55113
","BRADLEY LEHTO","bradlehto@msn.com"
"voting rules change","As a airline employee of almost 25 years, I urge you to change the voting rules to allow for a more democratic voting process. a vote either way yes or no shall determine the outcome of the representation. get rid of the non vote is a no vote and the percentage of eligible voters voting for passage. its only fair and it is the the we elect our elected officials....
","bradleydd","bradleydd@sbcglobal.net"
"Proposed NMB Rule Change For Union Representation Elections(Docket No. C-6964) ","[DATE] November 16, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change for Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Lynda Brathwaite

Delta Air Lines JFK

","Brathwaite, Lynda","Lynda.Brathwaite@delta.com"
","This is not acceptable for us.
We do not want the rules to change.

Barbara Bray

","Bray, Barbara","Barbara.Bray@delta.com"
"Delta Election, Docket number C-6964","Dear NMB, Thank you so very for trying to make our election at Delta fair and equitable. Without a Union it is not a job worth having!

Sincerely,

Brenda Bartus
Delta /NWA F/A
#100017

","Brenda Bartus","bartusb001@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Brenda Berry

", "Brenda Berry", "Hulaberry@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Brenda S. Gregory

", "Brenda S. Gregory", "brendellsue@bellsouth.net"
"Re: Rule Change", "Dear NMB members,

I am writing to you tell ask that you please change this archaic law that penalizes those of us in the transportation sector from forming Unions. I am contacting you today in support of a fair and democratic ballot for representational elections. I'm writing in refercense to NMB Docket Number C-6964. Thank you for listening and please get this changed to that the hardworking individuals that keep these airlines running are granted the level playing field to vote in a Union versus the current rule that favors management.

Sincerely,
Brent Kaspar

", "Brent Kaspar", "bkaspar25@yahoo.com"
"Proposed NMB Rule Change For Union Representation Elections(Docket No. C-6964)", "November 16, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

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long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Joy Brewer

","Brewer, Joy M","Joy.M.Brewer@delta.com"
"union yes/no vote in elections ","I would like to voice my approval to change the NMB rules in a union election to a yes/no vote for only those that vote...I am a Delta Airlines flight attendant and am very much for AFA representation..I would like to point out that many companies, Delta, as an example , result to scare tactics which result in many people not voting at all in fear of them losing their jobs. I feel that a mandatory yes/no vote is in order or at least only count the votes that are submitted.

thanks

anonamous

","Brian Ellis","bellis801@earthlink.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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brian bailey

","brian bailey","brian.bailey@nwa.com"
,"Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Sincerely,
Brian Brenner

","Brian Brenner","bribrenner@yahoo.com"
"docket C6964","

I write today to show my support for the proposed rule changes regarding union elections.

Thank you
Brian S Dreisbach

i'm EMAILING FOR THE GREATER GOOD

Join me

<http://im.live.com/Messenger/IM/Home/?source=EML_WLHM_GreaterGood>

", "Brian Dreisbach", "scabhater@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Brian Graham

", "Brian Graham", "oldmanbrian2003@yahoo.com"

"Proposed Voting Rule Change- NO!", "Dear NMB,

I am a 19 year flight attendant at Delta Airlines. I am opposed to the change of the voting rules to a 'yes / no' vote.

I resent the fact that my workgroup has been caught up in this political power play.

This is dividing us at work and it's bad for business.

Please leave the vote as is. It's obvious that it's being changed so that AFA can get their claws into Delta Airlines.

DON'T CHANGE THE VOTING RULE.

You are playing with my career.

Kind regards from FLL,

brian_holcombe_email_sig

brianholcombe@me.com

","Brian Holcombe","brianholcombe@me.com"
"NMB Rule Change","Bravo! It's about time the rules were changed to be truly fair and democratic. The notion that someone who doesn't vote is counted as a ""NO"" vote is ridiculous. It also encourages Delta and other companies to pressure and intimidate employees into not voting. Also in the past, employees who were long gone or even deceased, were kept on the list of eligible voters to insure more non voting ""NO"" votes. I agree with voting ""YES"" or ""NO"". If someone doesn't want to vote they should have that right without assigning them as a ""NO"" vote. As in all other elections in America, it should be most votes of those who vote, wins. Sincerely, Brian D. Kerber NWA/DELTA FLT.ATTENDANT ATL-Base
","Brian Kerber","bkerber@cfl.rr.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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brian lee

","brian lee","blee71@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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let us be like all of the other americans, equal voting rights. we need your help, please help us

Brian Leifker

","Brian Leifker","brian.leifker@united.com"
"docket number C 6964","I am in favor of and support a rule change that will ensure airline workers(and others) have a chance at a fair and democratic union election.

Thanks for listening,
brian todd mann

","brian mann","briantoddmann@gmail.com"
"Docket number No. C-6964 ","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this

proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Brian O'Neill

175 15th Street

Suite 410

Atlanta, GA 30309

","Brian O'Neill","boneill@bartlettoneill.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Brian P. Janson

","Brian P. Janson","brianjanson@hotmail.com"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964", "
Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

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The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Brian Pforr
Northwest/Delta Air Lines
Flight Attendant =
","brian pforr","luvachow@aol.com"

"","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

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Sincerely,

Brian Thompson

","Brian Thompson","bt56@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Brian V.Anant

","Brian V.Anant","BLizant@mchsi.com"
"Docket number C-6964","I would like to let you know that I'm one of several thousand Delta flight attendants who support the fair and democratic election recommendation recently stated by the NMB. This is profoundly important to all of us at Delta, as well as all airline and railway employees. No other election in this country starts out each individual as a ""no"" vote. I feel it is only fair for THOSE WHO WISH TO PARTICIPATE, just like in national and local elections, will decide the outcome of a vote. Therefore, each person should start as an abstention. Thank you for listening.
Brian Jacobs,
Delta Flight Attendant,
MSP Base

Brian E. Jacobs
BEJacobs Interiors
8161 33rd Ave. S.
Suite 1706W
Bloomington, MN 55425
612-251-5942
","brianjacl@aol.com","brianjacl@aol.com"
"Proposed NMB Rule Change For Union Representation Elections","November 24, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.

Suite 250 East
Washington, D.C. 20005-7011

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Tommy L. Briggs
150 Oak Ridge Place Apt. 16L
Greenville, SC 29615

","Briggs, Tommy L","Tommy.L.Briggs@delta.com"
"New voting rules Delta Airlines employees","To: Elizabeth Dougherty,
Chairperson
Harry Hoglander,Member
Linda Puchala, Member
National Mediation Board

1301 K Street, NW
Washington , D.C 20005

From: Jeffrey C. Banks, Pre-Merger Northwest Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Jeffrey Banks and I am a 25 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,
Evelyn Roberto
305 Genoa Rd St. Augustine Fl.

32084

Delta Airlines

", "brightangelhiker@aol.com", "brightangelhiker@aol.com"

"Docket Number C-6964", "

November 13, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

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Brian Yokota

Northwest/Delta Air Lines

Flight Attendant

", "briguy@aol.com", "briguy@aol.com"

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Sincerely,

Michelle Brinkerhoff
337 e 60 north
Grantsville, Utah -84029-

","Brinkerhoff, Michelle","Michelle.Brinkerhoff@delta.com"
"Docket No. C-6964 Representation Election Procedure","December 21, 2009

To the Members of the National Mediation Board:

This letter is in support of the Board's proposed rule change for determining majorities (Docket No. C-6964). Others will be addressing the legal and policy implications of this shift. Here I would like to examine the matter historically.

Specialists in the field are aware that the Railway Labor Act of 1926 made no provision for the determination of bargaining agents. Its main thrust was against the prevalence of company unionism in the industry, which it did by prohibiting "interference, influence, or coercion" by either side in the selection of representatives by the other. Despite its undoubted unlawfulness—definitively so after Texas & New Orleans (1930)—company unionism continued unabated, although generally departing from the usual works-council model and taking the form of "associations" that bore a faint resemblance to real unions. It soon became clear that the law would be ineffective without some mechanism for demonstrating the preference of employees (conjoined with an employer duty to bargain).

The idea of majority rule had already been broached by the impotent Railway Labor Board under the Transportation Act 1920 and by railway unions seeking recognition under the RLA, with little effect (it seems that a grand total of seven carriers ever consented to voluntary elections). Efforts to amend the law began in earnest at the advent of the New Deal, coinciding with a national debate, triggered by Section 7(a) of the National Industrial Recovery Act (1933), over the very same question of employee choice of bargaining agents. This debate had not yet ripened when Congress acted on the RLA in mid-1934, with the result that the amended Section 2 was loosely drawn and inordinately susceptible to the influence of one powerfully-placed individual. This was Joseph B. Eastman, the emergency Coordinator of the Railroads, who took the position that the abhorrent practices of company unionism not be countenanced for any labor organizations, hence—over strenuous trade-union objection—the prohibition of compulsory membership and employer deduction of dues, and also, in light of the premise of company unionism that every employee was a participant, that representation by lawful unions be based on a majority of eligible voters. This last was not actually written into the law, but the original NMB appointees, familiar with Mr. Eastman's views, treated it as legislative intent, and that, in a nutshell, is how current NMB practice came into being.

Is there anything in this history that argues for maintaining that policy today? The answer is no. It was a product of its time, a historically contingent event. And so, in its own way, was the NLRB's contrasting practice. In a 1936 case, it was confronted by a contested election in which one union withdrew and pressured other workers not to vote. Despite the fact that only a minority voted, the NLRB certified the winning union, on the grounds that to do otherwise would be to perpetuate the inter-union strife that had prompted the election in the first place. That set the precedent for basing majorities on votes cast. As a kind of offset, as a guarantee against "unwilling" majorities, the NLRB a year later added a no slot to the ballot, so that, whereas under NMB practice, there were two categories—votes for a representative and votes not cast—under NLRB

practice there were three—votes for, votes against, and votes not cast.

Since elections were generally contested and participation rates high (88%, the NMB reported, for 1934-1945), this was for many years a distinction without a difference. Times have changed. While union-contested elections have dwindled, elections are still contested, only now by the employer. For the NLRB jurisdiction, this was mainly a product of the Taft-Hartley free-speech provision. Although the NLRB couldn't have foreseen Taft-Hartley—another of those little tricks of history—the no vote introduced in 1937 corresponds today to a vote for the employer. The RLA of course has no free-speech provision—indeed, it still promises employees “complete independence” in the exercise of self-organization—but differences in language do not translate into differences in employer behavior. What is different is the diverging impact of NLRB and NMB electoral practice: against the headwinds of employer resistance, only railway and airline unions must win an absolute majority in representations elections.

Let me draw one final lesson from history. The NMB—at least in the early years I have surveyed—never regarded its eligible-voter rule as sacrosanct. It routinely departed from that rule at the joint request of competing unions or where there was evidence of employer interference. This last was the occasion for the earliest challenge to the amended law, *Virginia Railway Co. v. Railway Employees* (1937), in which the carrier (who had unlawfully discouraged workers from voting) claimed that Section 2, Fourth, required that certification be based on a majority of eligible voters. In rejecting this claim, the Supreme Court roundly endorsed the Board's flexibility, which it found not only legally permissible, but in keeping with the country's democratic practices and necessary to fulfill the purposes of the law. The rule change now under review is in the spirit of *Virginia Railway* and of the Board's tradition of flexibility. In the world as it is today, the rule it proposes is the only remedy that fulfills the purposes of the *Railway Labor Act*.

Respectfully submitted,

David Brody
Professor Emeritus of History, University of California, Davis

???????□????????????????", "brodyiir@berkeley.edu", "brodyiir@berkeley.edu"
": Proposed NMB Rule Change For Union Representation Elections", "[DATE]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

David R.Brown

Delta Airlines Inc

Emergence Response Coordinator

Desk: 404-714-3308

Office: 404-714-3308

Fax: 404-677-2954

","Brown, David R","David.R.Brown@delta.com"

"Docket Number C-6964"," This email is to express my support for the action proposed by the National Mediation Board (Docket Number C-6964).

The current system is archaic and unfair. Just imagine if we imposed the same rules on our general elections. All citizens of

legal age have the right to vote, but only at the polls. To have one's vote count one way or the other without voting is ridiculous.

Bill Roys

","broys @dslextreme.com","broys@dslextreme.com"

"proposed rule change","Distinguished Board Members;

I have worked for Western/Delta now for a combined 27 years and have loved my experience in the airline industry. I have known the benefits of having a union contract and look forward to the opportunity of having a contract once again that will provide value and peace of mind.

I have been involved in numerous union campaigns at Delta and can tell you from first hand experience how 'criminal' some actions are by Delta managers and supervisors. They constantly violate governmental rules concerning conduct and getting the word out at work has become an almost impossible task because of their incessant interference with employees' right to organize.

Changing the way votes are tabulated will even the playing field and cause a more balanced approach by the company (Delta). Delta will no longer be able to have all of their votes guaranteed without any effort on their part. It will force them to campaign openly and honestly.

The management attitude at Delta has always been one of voter suppression during elections, saying,; ""Don't bother with the vote, we know what's best for you."" Or, ""Grip it and rip it!""

This attitude is so un-American and anti-democratic; it needs to be changed through the yes/no voter process.

I urge the board to allow the proposed rule change to stand after the comment period is over and thank all 3 of you for your hard work and diligence.

Bruce K. Church
SLC Ramp employee

Hotmail: Trusted email with powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>
", "Bruce Church", "bkchurch@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bruce D. Sambueno

", "Bruce D. Sambueno", "bdsambu@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Bruce Gunnell

", "Bruce Gunnell", "bruce@yaho.com"

"Docket No. C-6964.", "The National Mediation Board

1301 K Street, NW

Suite 250-East

Washington, D.C. 20005

To Whom It May Concern:

I am writing to voice my strong support for changing the method of counting votes for union representation (Docket No. C-6964). The only fair method is to base the outcome on the majority of the votes cast and not on total number of employees as presented by an employer.

Sincerely,

Bruce Schleicher

3016 39th St Ct NW

Gig Harbor, WA 98335

", "Bruce Schleicher", "woodchuck61@centurytel.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

please allow my vote to be counted fairly!

bruce w benson

", "bruce w benson", "bruce.sophady@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bruce W. Benson

", "Bruce W. Benson", "bruce.sophady@comcast.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union

representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Bruce Wheeler
113 Bluegill Lane
Pooler, GA 31322

","bruce7@cheerful.com","bruce7@cheerful.com"
"National Mediation Board DOCKET NUMBER C-6964","The National Mediation Board's (NMB), November 3, 2009 issuance of a proposed change to its election procedures so that a majority of those participating in a union election actually prevail corrects a serious flaw in the current NMB procedure. The current election procedures undermine democratic electoral practice by counting the non-votes of workers as a rejection of the union. In this sense the NMB procedure grants a powerful, unaccountable and non-transparent "veto by silence" to non-voting workers over the majority opinion of participating (i.e., voting) workers. The procedure as currently enforced creates a perverse disincentive for workers to withhold (intentionally or unintentionally) participation in a decision-making process that has direct and meaningful implications for their economic well-being. Whether elections are civic-based or to determine the presence of a union in a workplace, electoral procedures should encourage voting. To infuse a non-voter's non-participation with the same authority as a participating voter is to dramatically de-value the act of political participation. However, the proposed rule change would incentivize the interests of workers who want to consciously

express their will by assuring that their votes are determinate. By making the act of voting genuinely meaningful the NMB would be creating the context for increasing voter turnout in union elections.

Additionally, assigning a "no union" value to the inaction of non-voters grants the interpreter (i.e., the NMB) a degree of subjective discretion repugnant to democratic procedures. To put it simply, just because a worker does not vote, that does not mean that he or she does not want a union. There can be any number of reasons that a worker with a strong preference for (or against) a union misses a vote. At its simplest, all that can be safely and fairly assumed about a worker not voting is that the worker did not vote. Arbitrarily assigning voter intent when none has been expressed is undemocratic and gives birth to an arbitrary judge with the power to supplant expressed political will with administrative fiat.

The current procedure also encourages the kind of aberrant behavior that has long been recognized as unacceptable in civic elections. When the will of those who vote is ignored and undermined, employers with a decided interest in the election outcome have an incentive to engage in voter interference, coercion and suppression. Employer misconduct can be effective and subsequently rewarded because current election procedures count all non-voters as "no" votes.

The current producers also treat one group of workers (i.e., eligible voters) differently than other workers (i.e., eligible voters). There is no rational justification why airline and railroad employees should be subjected to a different and less reliable election standard than other workers. All workers must have a legitimate choice to vote for union representation, to vote against representation or to abstain from voting.

In summary, the proposed NMB change to its election rules allowing a majority of voting workers to determine the outcome of a union election is good public policy because it is consistent with accepted democratic electoral practices, discourages bad employer behavior, inoculates against unintended worker/voter behavior, eliminates subjective interpretations of the franchise, creates a unified field for all workers/voters and encourages the act of voting. The Board has the power to adopt this rule change and it is time to update its procedures to reflect a customary understanding about union electoral behavior.

Robert Bruno
Associate Professor of Labor and Employment Relations
Director of Labor Education Program
School of Labor and Employment Relations
University of Illinois
815 W. VanBuren, Suite #110
Chicago, IL 60607
DIRECT: 312-996-2491
FAX: 312-413-2997

www.illinoislabored.org

", "Bruno, Robert Anthony", "bbruno@illinois.edu"

"Docket number C-6964", "Date: Nov. 30, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Brian Terrell
Northwest Airlines F/A
NYC Domicile

","btglobal@aol.com","btglobal@aol.com"
"c-6964 docket number","I am in strong support of the proposed change in NMB election rules. The only other place where similiar rules are used is North Korea. We should, at the very least, allow airline and rail workers to enjoy the same democratic procedures as every other American citizen or worker enjoys.
Kip Hedges
Delta Air Lines employee for 22 years
Minneapolis Minnesota 55406
","Building D ESSC","bldgdessc1833@qwestoffice.net"
"Docket C-6964","To NMB members,

It appears you are receiving overwhelming support to move forward with the proposed rule change for voting, I urge you NOT to move forward for the following reasons:

- * Is it in your authority to make the rule change?
- * Moving forward at this time disrespects the authority/recommendations of the Dunlop II board.
- * You are only proposing a change to one side of the coin, there MUST be a decertification process. It is my opinion those in favor of the rule change without the decertification process, will be the first to voice their opinion to the board should a union be voted in that changes the rules once appointed, resulting in higher dues and lower salaries/benefits than originally anticipated by the employee's.
- * There is no foundation to make this rule change at this time, you are prolonging the merger of DL/NWA potentially adversely affecting compensation for employees

In closing I am not opposed to updating the RLA, I am vehemently opposed to changing the voting rules without a decertification process. Allow the

Dunlop II board time to submit their recommendations to the NMB. Stop delaying this merger; allow the DL/NW merger to move forward under the current RLA agreement permitting DL/employees to fully receive the benefits of the merger. Should a union not be voted in at this time under the current rules, there is a process in place for unions to try again. I am 100% in agreement with individuals being personally responsible. Voting is a choice, if one chooses not to participate in the process, than one chooses not to have a voice in the outcome.

Respectfully,

Tom Burns

Delta Air Lines

Corporate Continuous Improvement

","Burns, Tom","Tom.Burns@delta.com"
","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Jerry McDaniel

","Buster McDaniel","buster@jdcomminc.com"
"Re: Proposed NMB Rule Change For Union Representation Elections","

December 2,2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

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Percy Bustillos
Passenger Service Agent
Delta Airlines Inc.
Seatac International Airport
", "Bustillos, Percy M", "Percy.M.Bustillos@delta.com"
"", "email subject line:"

Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

email text:

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Sincerely,

<<http://deltaproud.org/images/shim.gif>>
<<http://deltaproud.org/images/logo-w300.jpg>>
<<http://deltaproud.org/images/publiccomment.jpg>>

What do I do?

- * Compose your own message or cut & paste our suggested text
- * Email to legal@nmb.gov
- * Very Important! include Docket No. C-6964 in your subject line
- * Include your name and address

Writing a snail-mail letter? Send to:

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street NW
Washington, DC 20005-7011

What about fax? (202) 692-5085

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", "Butler, Chai", "Chai.Butler@delta.com"
"NMB Representation rule making Docket number c-6964", "Date: November
18, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rule making - Docket Number C-6964

Dear NMB Members,

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taking action to ensure that all railroad and airline employees will, at last, be able to participate

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As the TTD stated in their petition for this change, "

The current voting procedures are

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Please amend the current NMB rules in representational disputes to provide that a majority of

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has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Cherie Salden
Minneapolis Based Delta Flight Attendant

Here is my email address If you wish to contact me:

cherie.salden@gmail.com

", "c Salden", "cherie.salden@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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C.J. Trosclair, Jr.

","C.J. Trosclair, Jr.", "jetblastrulz@yahoo.com"
"Proposed Voting Change", "To the Members of the National Mediation Board:"

I am a Delta Air Lines Flight Attendant. I am writing to let you know that I am in full support of the NMB's proposed change in how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election with a simple YES/NO voting process.

Those of us who fall under the Railway Labor Act are the only group in the country whose elections are governed by a rule where all votes start off as ""no"" votes, where those who choose to sit out an election and not vote are counted as ""no"" votes. This is not only undemocratic, but it gives companies an unfair advantage with which to fight the unionization effort. In past elections, this has worked to the detriment of the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA, especially to the employees at Delta Air Lines who are facing two large representational elections in our near future.

Please change this voting rule as soon as possible and allow those under the Railway Labor Act to finally have truly fair union representation elections.

Thank you,
Carol A. Cragg
Delta Air Lines Flight Attendant
FLM Base

","CACragg@aol.com", "CACragg@aol.com"
"proposed nmb rule changes docket no. c-6964 ", "Elizabeth Daugherty
Harry Hoaglander
Linda Puchala
National Mediation Board

1301 K Street N. W.
Suite 250 East
Washington D.C> 2005-7011

Dear NMB Members

I Write to register my strong support for a chnge in the National mediation Boards policy to allow a majority who cast votes to determine the outcome of a union representation election in the airline and railroad industries as is the case in all other elections. The NMB's old policy applied in 1934 more than 7 decades ago, which may have been born of the concerns of communication with employees in distatnt location..this reason is no longer valid in the modern age of communication which we now enjoy...The Boards policy should be updated to become more democratic in meeting the needs of the 21 century.

Respectfully,

George M Viger
Memphis TN. Cust Serv Agt NWA/Delta

", "cajun417@aim.com", "cajun417@aim.com"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "
Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Caleb Tomlinson

Hotmail: Free, trusted and rich email service. Get it now.
<<http://clk.atdmt.com/GBL/go/171222984/direct/01/>>
", "caleb tomlinson", "thecalebt@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

camilla geraci

", "camilla geraci", "camillag7@yahoo.com"
"Docket Number C-6964 ", "I am very much in favor of a FAIR election and support the recent proposed changes that allow for each person to cast a vote of their choosing and that only cast votes be counted.
Camille McCann

", "Camille McCann", "imaginecm2@yahoo.com"
"RULE CHANGE", "AS A EX-UNION MEMBER AND WITH OVER 25 YEARS OF A.M.T. EXPERIENCE WORKING FOR MOSTLY UNION SHOPS AND WITH THE UNDERSTANDING THAT A "NO VOTE" IS A "NO UNION" VOTE, I WOULD LIKE TO SEE THIS RULE CHANGED. THE WAY ME AND MOST OF OUR PEERS SEE IT, A "NO VOTE" MEANS EXACTLY THAT I DID NOT WISH / COULD NOT VOTE, NOTHING ELSE!! BY NO MEANS SHOULD IT BE TRANSLATED AUTOMATICALLY TO "NO UNION" VOTE.

REGARDS

", "Cardenas, George A", "George.A.Cardenas@delta.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Carl Ariston
650 E. Devon Avenue
Suite 170
Itasca, IL 60143

", "cariston@ufcw.org", "cariston@ufcw.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The current process of counting a non vote as a no vote is extremely unfair. If someone is so apathetic that they don't take the time to vote, they should not have a say in whether there is a union or not. Let the majority of the people who care enough to vote decide the issue.

Carl Deliman

", "Carl Deliman", "cdeliman62@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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docket c-6964 - I vote for voting rights - Yes we need the union

Carla Swanson Judah

","Carla Swanson Judah","ctcblackbiz01@bellsouth.net"
"Objection to vote change","18 November 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thanks,

Tammy Carlisle

Delta Air-Lines / SLC

","Carlisle, Tamara","Tamara.Carlisle@delta.com"
"Re: Proposed NMB Rule Change For Union Representation
Elections","11/21/09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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(Docket No. C-6964)

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Sincerely,

Dianna Carlson

Delta Air Lines

ACS

","Carlson, Dianna L","Dianna.L.Carlson@delta.com"
"Docket Number C-6964","I am a Delta Flight Attendant for Twenty one years and I wish to express my support for a FAIR election.

Please ensure this will happen for us at Delta Airlines.

Sincerely,

Carmen Ianora
NYC based

","Carmen Ianora","ccaianora@gmail.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,

Samantha Carmichael

Customer Support Supervisor

Salt Lake City, UT

samantha.s.carmichael@delta.com

","Carmichael, Samantha S","Samantha.S.Carmichael@delta.com"
","11/27/09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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","Carney, Jon M","Jon.M.Carney@delta.com"
"Docket No. C-6964","I support this rule change . I am a Delta Flight Attendant

Carol Basile

","Carol Basile","basilecarol@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I am worried that the lists are not current as I have seen a list with employees that have been gone for 15 years. If the votes of just those that vote counted it could eliminate the question of incorrect lists. Just as in the national Presidential election - we have seen that there is corruption everywhere. Please vote for this change.

Carol Erickson

","Carol Erickson","ericksoncarol@msn.com"
"Docket Number C-6964","I am an Northwest/Delta Airlines flight attendant.

I am in favor of the proposed change to the representation voting rule.

I support a Yes/No ballot and I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process.

Thank you.

Carol Martin
Northwest/Delta Airlines

","Carol Martin","flyaway79@comcast.net"
"","I would just like to express my opinion ..I work at Delta/Northwest and I feel that a union is not able to put forth their side of this very important decision that every employee needs to make. But yet I can listen to Deltas biased and sometimes very disturbing descriptions of what a union represents. How can you have a FAIR ending when a company and I mean the number ONE airline is able to be as biased as they have been. I believe that as any fair vote is the one that is proposed. If someone does not want to vote that is their choice but as an american who has voted in everything from school board ..city elections ..state elections..and the presidential elections..I believe that even though not everyone of my candidates or my referendems have passed at least I HAD the right to make my decision and all my votes counted . Please vote for

the change on this procedure..What would happen if no one voted and no one was ever elected thank you
", "CAROL ROBERTS", "ccat190@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Carol Strow

", "Carol Strow", "carolstrow@yahoo.com"
"Docket No. C-6964", "Wednesday, December 23, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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The unions say there is a process to become non-union, but I understand and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Carole S Neubrand
caroleneubrand@sbcglobal.net

", "Carole Neubrand", "caroleneubrand@sbcglobal.net"

""", "Hi i think the voting rules should be changed for deciding union representation....frankly alot of us are still shocked that the Bush administration allowed this merger to go thru (northwest and delta)...why not give the employee a voice in this matter by deciding if they want union representation?"

", "Carolyn", "cham09@sbcglobal.net"

"Support for change of union voting rule", "Dear Sirs:"

I strongly urge the NMB to support the new rule change in union election voting. The current system encourages companies to use radical tactics designed to suppress education, awareness and involvement regardless of political sentiment. Please uphold our democratic process.

Carolyn P. Bullion
Delta FA

", "Carolyn Bullion", "saraelan@comcast.net"

"Change in NMB election rules", "Members of the NMB:

It makes complete sense to change the rules to only count actual votes cast -- and stop a ""non vote"" counting as a ""no vote.""

Under every other agency deciding union elections, this is the rule -- which is the fair way to count votes and tally the winner.

I urge you to support this change in the rules.

Thank you for voting the way that makes the most sense on this.

Carolyn J. Jacobson
4700 Conn. Ave., NW, #609
Washington, DC 20008
202-244-6280

", "Carolyn Jacobson", "cjj7@verizon.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I wonder why this is just coming about now

Carolyn Walstead

", "Carolyn Walstead", "united_girl@sbcglobal.net"
"yes/no ballot", "I support a yes/no ballot for union election at Delta.
Caron Hess
", "CaronH123@aol.com", "CaronH123@aol.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

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The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Rachel Case

","Case, Rachel","Rachel.Case@delta.com"
"Voting Change Comments","December 28, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Kelly M. Castillo

Administrative Assistant

Station Manager's Office -- SEA

Delta Air Lines

Phone: (206) 988-7494

Fax: (206) 433-3712

eFax: (404) 677-2745

","Castillo, Kelly M","Kelly.M.Castillo@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Catherine A McCarthy

","Catherine A McCarthy","mydogdoug@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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you need to do this if we are going to get our country back to government for the people - BY THE PEOPLE

Cathy Genesi

","Cathy Genesi","cgenesi@yahoo.com"
"A Flight Attendant for Majority Vote","

>> To the NMB Board,
>>

>> I am a Northwest/Delta Airlines flight attendant. I am writing to let you know that I

>> am in full support of the NMB's proposed change for how Representational

>> Elections are held under the Railway Labor Act. I fully support changing the >> rule to let the majority of voters determine the outcome of any election.

>> Those of us under the outdated Railway Labor Act are the only group in the

>> country who have to deal with the voters who don't vote as if they voted

>> 'no". This is not only undemocratic, but it gives the companies against

>> unionization yet another vehicle by which to try and sabotage the unionization

>> effort. It has always worked as a detriment to the workers' efforts to >> organize.

>>

>> I cannot emphasize enough how important this proposed voting change is to

>> the workforce of the industries under the RLA. Especially to the employees

>> at Delta Airlines who are facing two large representational elections in

>> our near future, against a company that is known for their relentless and

>> ruthless tactics against our organizing efforts. Please instate this voting

>> rule change as soon as possible and set those of us under the RLA free of

>> this archaic restraint.
>>
>> Thank You,

Cathleen Ludford
Northwest/Delta F/A

--Cathy Ludford
", "Cathy Ludford", "cludford@earthlink.net"
"Docket Number C-6964", "I am for a representation at Delta/Northwest Air
Lines and I think majority should rule.

Cathy

", "Cathy Myers", "l10trolleydolly@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

cathy Skluzacek

", "cathy Skluzacek", "clonjean@gmail.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the
National Mediation Board's ("NMB") policy to allow a majority of
workers who cast ballots to determine the outcome of union
representation elections in the airline and railroad industries
as is the case in all other industries. The NMB is alone among
governmental agencies in requiring that a union obtain a
majority vote of all those employed in a system-wide craft or

class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Carol DuBose
976 Salisbury Trail
Riverdale, GA 30296

","cdbose@bellsouth.net", "cdbose@bellsouth.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's (""NMB"") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast

to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modem era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Maria Gregory
204 Elizabeth Street
Hinesville, GA 31313

", "ceasar@cds.net", "ceasar@cds.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

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Sincerely,
Charlie Key
501 Pulliam St., SW
Ste 549
Atlanta, GA 30312

","cekey@bellsouth.net","cekey@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

celena landis

","celena landis","celena.landis@comcast.net"
"Docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street NW
Washington, DC 20005-7011

Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Celia Clark
", "Celia Clark", "ciclark@mac.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in

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Sincerely,
Mark Gagliardi
1
Oakley, CA 94561

","cgagliardi123@sbcglobal.net","cgagliardi123@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Thank you

Chantal Bourdereau

","Chantal Bourdereau","bourdereau@comcast.net"
"C-6964","To whom it may concern:

I am writing in support of the rule change that involves transportation workers (C-6964) that include Rail Way and airline workers. As a former

airline employee I personally know the difficulty in organizing workers in this industry because of the workers who choose not to vote or, those on layoff, injury, sick etc being counted as a no vote to organize. If these criteria's were used in any general or primary election in this country democracy as we know it would not exist. All we ask is that we be treated the same as required for national elections. We want everyone to have a voice if they so choose but for those who risk their jobs in many instances trying to organize their shops why is it we allow those that do not vote to jeopardize the will of the people. We only ask for fairness for the majority and that their voices heard.

Thank you for allowing me to have a voice on this very important decision by the board.

Tony L. Chapman

Notice: This message is intended for the addressee only and may contain privileged and/or confidential information. Use or dissemination by anyone other than the intended recipient is prohibited.

", "Chapman Tony", "tchapman@iamaw.org"
"docket number c-6964", "Re CHANGE THAT RULE

Hello, my name is Charlene Siegenthaler, and I am a flight attendant with the new Delta. My new delta employee number is 582461. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE, so the majority of the voters can make the decision. US Congresspeople and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the For/Against Union vote can be won by the majority, not voted by the minority. If you wish to contact me, my email address is csiegenthaler@neo.rr.com.

Thank you for this long-needed change!

Charlene Siegenthaler
", "charlene siegenthaler", "CSIEGENTHALER@neo.rr.com"
"ripping comair apart", "Since Delta has bought Comair and has changed the name of Comair to Regional Elite for the ground handlers, and Comair for the pilots., and then dont't even grandfather the Comair retiree's in on their flying privelges and making them a lower priority for getting on airplanes as a stand-bye and then upgrade Detla workers to a higher baording and not knockong them down. I think less of that for all the pround years I stood behind whom ever I worked for be it Comair or Delta.

I think the NMB should look back into this and give back to the people that believed in them

Respectfully yours

", "Charles", "pcpoeschl@sbcglobal.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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charles conatser

", "charles conatser", "donatser1969@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

We may never again have the chance to insure workers the right to organize as other industries do so please support and vote for the NMB election rules change to make it happen. Thanks.

Charles F. Williams SR

", "Charles F. Williams SR", "wmsassoc@san.rr.com"

"Docket Number C-6964", "Dear NMB,

I am writing in support of the rule changes to the current flawed voting system!

Thank you for your consideration

Charles Pankey

", "Charles Pankey", "chuckpankey@gmail.com"

"Yes/No Union Ballot Change", "I wholeheartedly support the NMB's decision to change the voting rules to make union elections more democratic.

Democracy is based on elections by those who choose to participate and not by ascertaining the thoughts and wishes of those abstaining. If we are to assume not voting is a NO vote, then we could easily assume not voting can also be a YES vote. Whether you are FOR or AGAINST the legal protections of unionizing, no one who lives in Amercia and is pro democracy should be against a straight up or down vote.

Charles Rodgers

Delta Flight Attendant

30 years

New York City

", "Charles Rodgers", "NYcharlie2@aol.com"

"Docket # C-6964", "To The NMB:

My name is Charles Yates (Drew) and I am a Delta Flight Attendant. My employee number is 352160 and I have been employed by Delta not quite 11 years. I am based in NYC. I am writing in support of the proposed ballot change. I am STRONGLY in favor of a yes/no ballot.

It is simply time for the rules to reflect the current working environment. It has been said that if the rules are changed then only a minority would elect a union for the majority. I beg to differ. If abstaining is an automatic ""NO"" under the current rules then I beg the question ""Why not an automatic ""Yes""". Your voice is only heard when you speak. We speak in this country by VOTING. If you choose to abstain that is okay. But your vote will not count. We managed almost 40% voter participation in our last election. We might have had more if it weren't for interference from Delta Management. There is a quiet intimidation campaign currently underway with our merger.

The Delta Flight Attendants that want representation only want a level ""playing field"". We understand that not all Flight Attendants are engaged in the everyday workings of the company. We lead a unique lifestyle and not every Flight Attendant is on payroll and has a reachable address and phone number. We only want the opportunity to educate our workforce free of interference from management. I have actively participated in the last two campaigns and have seen firsthand what millions of dollars will get you in union busting ""101"".

The Constitution is very clear in its' writings and so is the law. It is our right to want to organize and it is also the right of workers to vote ""no"" if they do not want representation. But the only way to vote should be by actually voting ""yes or no"".

Democracy has worked in the United States for hundreds of years because peoples' rights were and are protected under the Constitution. Change is the only constant and we must change in this environment or wither. There are many examples of change over the years including civil rights and abortion rights. Change is always hard but if not for citizens standing up for what they believe in then this would not be the United States of America. We as a society will never agree on all topics but we must have respect for each other and our opinions. When the Delta Flight Attendants have the opportunity to vote I hope that it will be under a true DEMOCRATIC voting system. That is the only way a vote should be conducted.

I may be contacted by phone or email if there is anything more I may add. My address is 8117 Aqueduct Ct. Charlotte, NC 28216 and my phone is 704-900-6528. I thank you for your time.

Respectfully,

Charles Yates (Drew)

Get gifts for them and cashback for you. Try Bing now.
<http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT_MSHYCB_Shopping_Giftsforthem_cashback_1x1>
", "charles yates", "drewyatesinclt@hotmail.com"
"Docket No. C?6964.", "On behalf of my friends who are most affected by this, I support the change!

Charlie Smith

CSA Real Estate Services, Inc.

339 Cabell Street

Charleston, South Carolina 29407

Telephone 843-571-3573 Ext. 1

Cell 843-813-0352

", "Charlie Smith", "csares@knology.net"
"Rule Change ", "November 11, 2009"

Dear National Mediation Board:

I am in full support of the NMB's proposed changes in how our future Representational Elections will be held under the Railway Labor Act.

I am a 30-year Flight Attendant with Northwest Airlines, now the New Delta. The purpose of this letter is to express my opinion and concerns during this open time for public comment concerning the proposed rule change.

To Vote any way other than to have every vote cast count is not only outdated in its procedure but also completely un-democratic. For every person who takes the time to vote to have their vote cancelled simply because someone did not vote is in essence stealing my rights as a voter.

Delta Airlines spends millions of dollars annually to ward off the possibility of their employees to unionize, why? Considering that they are the lowest paid in the Industry of the major carriers with the most abstract work rules and little more than minimums regarding FAR's it can only be for one reason; it is Delta's desire not to give its employees the pay, retirement, health benefits and legal protections they deserve.

It cannot be emphasized how important this proposed voting change is to the American workforce. Our Union(s) protect our jobs on our shores; it protects our health care and our retirement and provides for a safe and secure work environment, which in turn ensures the safety of our flying public.

It is time for American workers to have a say in their future. It is a time to say that while we are under a 30% pay-cut it is not right that top management at the New Delta have given themselves raises tenfold. It is time that a vote counts and is not voided by someone who chooses not to vote. There is not a Democratic country or system in the world where the vote unused by the voter is counted as anything but a non-vote! This is the only fair and Democratic resolution.

Thank you for your time and your insightfulness to keep jobs safe and in our country.

Sincerely,

Charles J. Ciali

","charliepsca@gmail.com","charliepsca@gmail.com"
"Docket Number C-6964 ","To Whom It May Concern,

I Gilbert J. Livingstone, a Delta Flight Attendant, congratulate and support the proposal of a more democratic and fair voting policy for union representation as has been approved by the NMB.

","Cheekyflyer@aol.com","Cheekyflyer@aol.com"
"Voting rule change","To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how

Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,
Chelsea Aoki

","Chelsea Aoki","ekherm@mac.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Patrick Cheney
2610 Mission Cir.
Madison, WI 53713

", "CHENEYPE@juno.com", "CHENEYPE@juno.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please give us a chance to keep our union. We need a union in the airline industry. We the workers always get short changed while the Ceo's collect billions of dollars with stock and contracts. We need some protection from the greedy Ceo's. Northwest Airline employees took concessions and we were given stock that in return was never paid out. Stop this greed now please.

Cheri LeBlanc-Driscoll

", "Cheri LeBlanc-Driscoll", "Cheri2dtw@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Cheri Lynn LeBlanc-Driscoll

","Cheri Lynn LeBlanc-Driscoll","Cheri2dtw@hotmail.com"
"Support for election rule changes","Dear Sirs:

I support the election rule changes currently under review by the National Mediation Board and urge their quick approval and adoption. It is only fair that elections for workers considering union membership be run as every other election in our country. The idea that a person's failure to exercise their right to vote, yea or nay, should be an automatic no vote is absurd. Business interest for too long have tried to tie up union organizing in unnecessary red tape. That practice should stop and true democracy should prevail.

I will continue to follow the deliberations of the Board on this issue and hope early in this New Year to see this change enacted.

Respectfully,

Cheryl Hoover

407-275-5456

Choover950@aol.com

","Cheryl Hoover","choover950@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:

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chris benson

","chris benson","adb2491@aol.com"

"Docket number c-6964","I am writing to you to plea you not to change the railway labor act. I currently work for a company that would fall under that change of law. The change to that law in a down economy like were are experiencing right now, the worst scene the great depression could cost me my job. Please do not change this law during tuff economic times. When companies are forced to unionize it costs them more money to become a union, companies do not have as much money right now, forceing them to unionize will force them to make cut backs and one of those cut backs will most likely be jobs. The change to this law will only increase unenployment, that is not what this country needs right now is more people out of work. Again I ask you please dont risk it, people will lose jobs from it in this economy. Maybe reavalute it in the future, when the economy is doing well again but not now please. Thanks for listening

","CHRIS CHATFIELD","mandy81@q.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Its time to change for the better!!!

Chris Coffman

","Chris Coffman","ironcityxpress@comcast.net"
"Docket #C-6964","Legal@NMB.Com, Subject: Docket # C-6964. This is more than just one company and not just Delta. Anyone can weigh in. A vote NOT cast should not be allowed to be counted as a ""no"" vote. Please change the policy.

Sincerely,
Christine Katzenberger
concerned citizen

","chris katzenberger","ckatzzz@gmail.com"
"Proposed NMB Representation Rulemaking-Docket Number C-6964","I am writing to express my FULL SUPPORT for the proposed change in how union elections are carried out for airline employees.

I commend the Board for taking action to ensure that all airline employees will be able to participate in a fair and democratic election process.

I am asking the current Board to amend the rules to provide that a majority of valid ballots cast will determine the outcome of an election- just like any other election currently held in the USA.

Thank you,

Christopher Kossen
Delta Air Lines

","chris kossen","ckossen@yahoo.com"
""","I am in support of a fair election Docket Number C-6964

Chris Maddox

Lake Samm Benevolence Ministry

chrism@lakesamm.org

","Chris Maddox","chris@rogermaddox.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Chris Nelson

", "Chris Nelson", "chris_n2@yahoo.com"
"Docket Number C-6964", "To the Members of the National Mediation Board:"

I support your proposed change in regards to Docket Number C-6964. The change rightly allows for the democratic process, and provides a representational polling of a labor group.

Sincerely,
Chris Olson
StGeorgePublications@msn.com
", "Chris Olson", "stgeorgepublications@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Chris Pearce

", "Chris Pearce", "jcpacres@yahoo.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

Although I am covered by and represent members covered by collective bargaining agreements under the National Labor Relations Act I don't see why one particular segment of society is not permitted to have their voices heard in the method that

is similar to all other citizens in local, national and NLRA sponsored elections.

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Christopher Albrecht
11256 N. Shorecliff Ln
Mequon, WI 53092

","chrisalbrecht@ibew715.com","chrisalbrecht@ibew715.com"
"Docket number No. C-6964 ","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Christi Goodnuff

<<http://apps.facebook.com/causes/posts/346005?m=582b172f>>

Delta Flight Attendant

","Christi Goodnuff","christi.goodnuff@tx.rr.com"

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Docket Number C-6964

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Christine Diaz

","Christine Diaz","christinediaz@hotmail.com"

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Docket Number C-6964

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Christine DuBay

","Christine DuBay","cadubay@charter.net"

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Christopher Borrego

","Christopher Borrego","snappy13@sbcglobal.net"

"Docket/Case # C-6964","Elizabeth Dougherty, Chairman-National Mediation Board

Linda Puchala, Member

Harry Hoglander, Member

RE: Case # C-6964

Dear Members of the National Mediation Board,

My name is Christopher Joyce, and I am a Flight Attendant with Delta Airlines. I have been a Flight Attendant for 25 years now and have witnessed many historic changes in the airline industry.

I am writing to applaud the decision of the NMB and proposed rule changes to support fair and democratic elections for union representation. For far too long have we been subjected to the current and antiquated process which deprives us of our democratic freedoms to hold fair elections.

The current voting process unjustly punishes those who choose to take part in the elections process. In our country and in most democratic societies, voting processes are fair and democratic from the smallest neighborhood club or church committee, to local council elections, to statewide elections and most importantly, our Presidential elections.

Can you imagine, on November 4th after you spent much time deliberating on who to vote for in a Presidential election, and making your way to the local polling station and standing in line to vote....your actual vote and your time and efforts are negated by someone who is disinterested in the voting process and chooses to stay at home and not vote at all?

We live in a democracy, and the simplest form of democratic participation is voting. Those who are disinterested in, or disenchanted with the election process have a right not to participate. However, including these people in the elections process and counting them as a "no" vote corrupts the core of our democratic principles, and is contrary to modern business practices. Today, the majority of all major companies and industries actively seek the participation of it's employees in workplace matters.

The new rules would permit and encourage all eligible employees to participate, whether to vote for or against union representation. I support the change proposed by the NMB, as it will provide for fairer, democratic elections and the results will represent the will and desires of employees who participate.

Respectfully submitted by,

Christopher Joyce

Flight Attendant, Delta Airlines

Detroit, Michigan

CC: Mary Johnson, NMB General Counsel

","Christopher Joyce","chrisgjoyce@yahoo.com"
"Docket Number C-6964"," I am writing to express my full support for this
proposed change.

Please amend the current rules in representational disputes to provide
that a majority of valid ballots cast will determine the outcome.

Regards,

Susan A. Kaniut
Flight Attendant
Northwest Airlines

Windows 7: It works the way you want. Learn more.
<http://www.microsoft.com/Windows/windows-7/default.aspx?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_evergreen:112009v2>

","Christopher Kaniut","tallguy511@hotmail.com"
"VOTING","I'm in favor of chaging the rules where it benefits the
employees, not the company

","Christopher Scott","christopher.scott@flyasa.com"
"Proposed NMB Representation Rulemaking-Docket Number C-6964","December
23, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft of class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Christy Combs
Delta Air Lines Flight Attendant

Hotmail: Trusted email with powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>
", "CHRISTY COMBS", "cristty24@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

yjcmfe <https://launchpad.net/~sqglamorouswalters> levitra cost grdgsj
levitra cost <<https://launchpad.net/~sqglamorouswalters>> iihgdq levitra
cost <<https://launchpad.net/~sqglamorouswalters>> menia purchase>purchase
levitra <<https://launchpad.net/~stanfordqkaustria>> owtzrr
[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

cimefz

","cimefz","stanfordqkaustria@gmail.com"
"nmb Docket c 6964","TO WHOM IT MAY CONCERN:

REGARDING THE DECISION ON DOCKET C6964: I AM A 32 YEAR FLIGHT ATTENDANT AND ABSOLUTELY APPALLED THAT ONE PERSON CAN MAKE A DECISION THAT DENYS US PAY THAT IS RIGHTFULLY OURS. THRU THE HISTORY OF THE AIRLINES, CORPORATE RAIDERS HAVE CONTINUED TO MAKE MILLIONS OF DOLLARS, ERRODE OUR CONTRACTS, AND FILED BANKRUPTCY ALL THE WHILE OF 'PROMISES' TO GIVE IT BACK TO US, AND FORCE US TO NEGOTIATE TO GET IT BACK LATER. THRU MERGERS, EROSION OF WORK RULES, AND ALL THE TIME THE MILLIONS OF DOLLARS THAT CEO'S HAVE GOTTON IN BONUS AND STOCK OPTIONS AND IT IS APPALING THAT ONE PERSON COULD DENY US WHAT WAS PROMISED. DID THIS MEDIATOR EVER SPEND A MOMENT OF TIME LISTENING TO WHAT THE EMPLOYEES HAVE ENDURED THRU THE DECADES? DID THIS MEDIATOR EVER STOP TO THINK OF HOW THIS DECISION EFFECTS THE LIVELY HOODS OF THE AMERICAN WORKER? DID THIS MEDIATOR EVER STOP AND THINK OF WHAT WE HAVE GIVEN UP THROUGH THE DECADES THAT WE HAVE NEVER GOT BACK? DID THIS MEDIATOR EVER THINK OF THE PROMISES MADE BY CEO'S THAT WERE NEVER KEPT? DID THIS MEDIATOR EVER ONCE THINK OF HOW HARD IT HAS BEEN TO EVEN PAY OUR BILLS WHILE THE CEO'S HAVE GOT RICH OFF WHAT WE HAVE GIVEN UP?
WAS THIS MEDIATOR ON SOMEONE'S PAY ROLL?
THERE IS NO WAY IF THE MEDIATOR LOOKED AT THE FACTS, THEY COULD HAVE MADE THE DECISION THEY DID.
DEMAND A NEW MEDIATOR OR A REVIEW OF THIS DOCKET 6964 FOR NORTHWEST AIRLINES FLIGHT ATTENDANTS.

CINDI WALDEN

","cindi walden","cindiwalden@sbcglobal.net"
"fair voting","I just read Sandy Gordon's message to the NMB. In it she states the following:

""I truly believe our flight attendant team is most effective and successful when the will of the majority is heard through a process that treats them consistently with other employees in our industry, and the best interest of all 20,500 flight attendants is considered"".

In my mind, the will of the MAJORITY can only be heard when ALL who have a choice become involved and MAKE A CHOICE. When each and every person takes advantage of their ability to be heard, then and only then can the

MAJORITY be heard. How can we possibly know the TRUE intentions and feelings of a group afforded an opportunity to voice their desire when they are told they don't need to show up or voice their desire in order to be heard?. If that were the case, why do we hold elections for anything? MORE IMPORTANTLY, creating a voting process that requires a majority of ALL to show up and vote FORCES those with a choice to BECOME INVOLVED, GET INFORMED AND VOICE THEIR OPINION. Both sides of an issue will now truly have the opportunity to BE the majority and BE involved in the vote. If anything else, this change affords everyone the ability to make sure ""their will"" is heard. No matter what side you feel strongly about, voice it!!

Cindy Coe

Flight Attendant.

", "Cindy Coe", "seesterdelmundo@gmail.com"

"NMB vote", " This country was founded on the principal that an election is a right to express your opinion. Everyone should use this right to get out an vote an express your opinion. A no show should mean just that, a no show and It should not be a yea or nea. So like every other vote, get out and express your right to vote and lets really see what the employees really want.....

", "cindy faford", "cindy.faford@nwa.com"

"Proposed NMB Representation Rulemaking", "November 19, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear Members of the NMB,

I am writing to express my full support for this proposed change; I commend the Board for

taking action to change this unfair and outdated voting process. The new ruling will ensure that

all railroad and airline employees will, at last, be able to participate in a fair and democratic

election to determine the issue of collective bargaining representation.

If one chooses apathetically not to vote, so be it, they have chosen not to be heard. Their non

vote should certainly not be counted as a no vote! Let the majority of those who take the time to

vote, rule, one way or the other.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Cynthia Farmer

Flight Attendant

", "Cindy Farmer", "Cindy.Farmer@comcast.net"

"(no subject)", "To the NMB:

I am writing in support of the proposed change to the representation voting rule. (Docket Number C-6964). I support a Yes/No ballot in the upcoming representation for Delta flight attendants. As a Delta flight attendant, I look forward to every vote counting. If someone chooses not to vote, they should be unable to influence my vote.
Sincerely,

C.P. Hagelin
", "Cindy Hagelin", "cindy03@provide.net"
"NMB Docket Number C-6964", "From: earthmother56@hotmail.com
To: legal@nmb.gov
Subject: nmb docket number C-6964
Date: Tuesday, December 29, 2009

Dear NMB Members:

This letter is in regard to NMB Docket Number C-6964. I think it is time for the Railroad and Airline Employees to be able to participate in a FAIR and DEMOCRATIC election. I support this change wholeheartedly and am hoping the board realizes that this change is overdue.

The current voting rules are unfair and antiquated. If every election were to count every non-vote as a "no" vote - it would wreak havoc on the entire election process! A vote is a vote and a non-vote is a non-vote - it is as simple as that. I don't understand how our country can boast to other nations about a democratic society, but we still have injustices that exist here. This rule is one of them. This rule favors management only, and NOT the voice of the workers.

Please amend this rule, so that we who are working under the railway labor act can finally have a fair way of voting. A vote that represents the voice of the PEOPLE and NOT the voice of management. I want the majority of valid ballots cast to determine the outcome - it is only fair!

Thank you for your attention to this matter.

Respectfully,

Cindy L. Quayle
Northwest Airlines Flight Attendant (31 years)

Hotmail: Free, trusted and rich email service. Get it now.

<<http://clk.atdmt.com/GBL/go/171222984/direct/01/>>

", "Cindy Quayle", "earthmother56@hotmail.com"

"Docket C-6964", "I am writing in support of the rule change governing RLA Union Representation Elections. The original intent of the RLA was to allow a union to be certified bargaining agent of the majority of members voting, not of all members in that class or craft. It is time we

recognize and put this crucial language back into the election process. No other general election is carried out in a manner where a non vote is a no vote. Please give airline and rail workers a fair shot at choosing whether or not to be represented by a union of their choosing. Thank you for your attention to this matter.

", "civill", "civill@verizon.net"
"Docket Number C-6964", "To the NMB Board,

I am a Flight Attendant. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Christa Haeffner
Delta Airlines Flight Attendant
", "Ckobaphone@aol.com", "Ckobaphone@aol.com"
"Docket No. > C?6964. ", "
> Dear Members of the NMB;

> I support the recommended change of voting method to count only votes that
> are cast yes or no.
> Sincerely,

> Claire M. Viverito
>
>

", "Claire Viverito", "otherclaire@yahoo.com"
"Docket Number: C-6964, CHANGE THAT 50%+1 RULE!", "November 18, 2009

To:
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Subject: Docket Number: C-6964
Please Change the outdated 50%+1 Voting Procedure

Dear Chairman Dougherty and Members Hoglander and Puchala:

I am writing in support of changing current election procedures of the National Mediation Board (NMB) which treat non-voters as if they had voted "no." I agree with James L. Oberstar, Chairman, House Committee on Transportation and Infrastructure, and George Mill, Chairman, House Committee on Education and labor, that elections across our country are based on recognizing the choice of a majority of voters who participate in the election, and that non-votes are not counted as favoring one outcome or the other. This should be the practice of the NMB as well.

In no other sector of society or mode of transportation does a union certification election require a "yes" vote from an absolute majority of bargaining unit employees, counting those voters who choose not to participate as "no" votes. NMB policy cannot and should not assume the intent of non-voters as a "no" vote. The NMB election procedures need to require "no" voters to actually vote "no". Invalidating an election because a majority of eligible voters did not participate is flawed. How can the exact number of eligible voters be correctly determined 100% of the time? There are many possible reasons for which employees do not vote or may choose not to vote in a certification election, including fear of employer retaliation.

And, what if it were the other way around? What if the non-voters were counted as "yes" votes? That also would not be fair. The majority of voters should decide the outcome -- not the non-voting silent. This change would update the process to mirror every other democratic voting process held today.

Thank you for considering my view.

Sincerely,
Albert Clayton Reid, III (30 years in travel industry)
Northwest Airlines employee number 121895
Delta Airlines employee number 597941

784 Soaring Circle
Marietta, GA 30062
770-427-0009

,"Clayton Reid","claytonreid@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

clayton templin

","clayton templin","claytemp@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I support the IAM and all of their practices. Go IAM! We need it. Delta Air Lines employee of 14 years.

Clinton Barnhill

","Clinton Barnhill","Clintonbarnhill@bellsouth.net"
"proposed voting change", "
To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which

to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

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Thank You,

Cynthia Pearce

Northwest/Delta Airlines, flight attendant

","clpearce","clpearce@mac.com"

"Docket #6964","Proposed NMB rule change on union elections. I favor the change. If someone is opposed to unionization, let them make the effort to vote just like I do.

Charles Mamzic

CAL APLA #0790808

","CMAMZIC@aol.com","CMAMZIC@aol.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Colleen B Coombs

","Colleen B Coombs","snidge@clearwire.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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colleen niesen

","colleen niesen","Colleen_niesen@hotmail.com"
"Proposed NMB Representation Rulemaking -- Docket Number C6964","Dear NMB Members--

I am writing to express my support for the proposed change in representation elections. I appreciate the Board taking this action so that all railroad and airline employees will be able to participate in a fair and democratic election process.

Respectfully,

Colleen O'Connell

Delta Airlines flight attendant

","colleen.a.oconnell@comcast.net","colleen.a.oconnell@comcast.net"
"Proposed NMB Rule Change For Union Representation Elections(Docket No. C-6964)","17NOV09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

James M Collins

Delta Air Lines

","Collins, James M","James.M.Collins@delta.com"
"Docket Number C-6964","Dear NMB,

As a Flight attendant and as an American I strongly feel that the newly proposed voting system Docket Number C-6964 , one that is used in all other elections in this country is the only democratic choice. As a per merger NWA/ Delta flight attendant I strongly want a fair election in our upcoming Union vote.

Thanks,

Colynn Mosier

FREE Animations for your email - by IncrediMail! Click Here!
<<http://www.incredimail.com/?id=603341&rui=88488676>>
","Colynn Mosier","cmosier@cfl.rr.com"
"Objection to Proposed NMB Rule Change For Union Representation Elections","November 25, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my adamant objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Meme Combs

411 Rosemeade Court

Spartanburg, SC 29301

", "Combs, MeMe", "MeMe.Combs@delta.com"

, "I am a Delta Flight Attendant who thinks that the NMB does not need to approve changes to the voting procedures. Most of my friends and family feel the same way as me. I most certainly have been very happy during the years I have spent with Delta as a flight attendant. I do not wish to be represented by AFA and I do not wish to have the rules changed in order to allow them to be voted in by a minority. We are very familiar with the current voting rules---which are fair.

In fact, AFA continues to harrass me by continuing to send me unwanted mailings and by unsolicited phone calls on both my home and cell phone even though I have asked them not to contact me. This is distressful----not just annoying.

I am happy without their representation and without paying them dues to keep their union afloat. Why can't they leave me alone?

I am not really one to write letters, but I really think it would be unfortunate if the rules are changed. Thank you very much for all of your work and dedicated time in this matter. I know that you have your hands full trying to evaluate both sides! Thank you for listening to just one flight attendant's wishes!

Connie Dyer
Dept 611
Atlanta
Delta Airlines
", "CONNIE DYER", "cldyer@bellsouth.net"
"Union Organizing", "

I am in favor of the rule change to bring more fairness to airline union organizing. A vote not cast should not be counted as a vote against.

Constance Elliot
4061 Cartwright Ave.
Studio City, CA 91604

", "Connie Elliot", "biffconnie@earthlink.net"
"document #C-6964", "I do not think it is the American Democratic way to count a non-vote in this matter as a no vote. I am totally against this kind of strong-armed policy. Connie Hayes
", "Connie Hayes", "connielhayes@msn.com"
"Union vote", "What's fair is so obvious. An employee votes yes or votes no. How in the world could a non-participant actually have a voice and affect an outcome of an election!????

Aloha...:)

ConnieK

", "Connie King", "alohasparkyl@yahoo.com"
"Docket No. C-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Connie Smode

","Connie Smode","cns1950@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please help us to set this right. It has been unjust and unfair for far too many years. Give the workers a chance. The Big guys at the top don't have to fight to put food on the table.

Constance Krtinich

","Constance Krtinich","countrylivn21@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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Constance T. Cordovilla

","Constance T. Cordovilla","ccordovi@aft.org"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Connie Cook
SLC CSS
CRO
EXECUTIVE DESK

","Cook, Connie","Connie.Cook@delta.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Heidi Coop

","Coop, Heidi","Heidi.Coop@delta.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

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The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Cora Moore
706-3 Twin Oaks Drive
Decatur, GA 30030

", "cora30030@yahoo.com", "cora30030@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Cornelius Henderson

", "Cornelius Henderson", "corn7980@sbcglobal.net"
"Voting Rule Change", "Dear Chairman,

Would be great to have this rule change as long as we have the same rule to decertify the Union, if we decide that is the best of our interest.

The Union members re talking about democracy, but I see no democracy if I hade to go and vote for NO.

Every one whom want to be unionized should go and vote for YES, but if they are the minority of the entire group, wouldn't be fair for all of us to be lead by the minority.

Humberto Costa

ACS

Delta Air Lines

", "Costa, Humberto S", "Humberto.S.Costa@delta.com"

" Proposed NMB Rule Change For Union Representation Elections", "Re:
Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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David Cox

IMA/251

404-773-2525

", "Cox, David N", "David.N.Cox@delta.com"

"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

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Sincerely,
Cheryl Parker
3095 oakleigh Manor Cove
Germantown, TN 38138

,"cparkermemphis@bellsouth.net", "cparkermemphis@bellsouth.net"
"Delta Air Lines Union Election",

Hello all, as a Delta Air Lines employee, (over 22 years) we have been encouraged by Delta management to write about the possible changes in Union elections... I for one, WANT the changes...ONE PERSON ONE VOTE.....Nonvotes should NOT count either way, either pro or con. Nonvotes don't count in any other election. and should NOT in a Union representation election.
Give the Delta employees and chance to vote...ONE PERSON, ONE

VOTE...without Delta interfering or using intimidation towards the employees. What is Delta afraid? They are counting on apathy, and apathy should NOT count towards the company in a vote...It should NOT COUNT AT ALL

Thank you for taking to to hear my concerns

Craig Maxwell

", "cpmaxwell", "cpmaxwell@comcast.net"

"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,

Carol Pope

2038 E. Main St.

Madison, WI 53704

", "cpope@odos.wisc.edu", "cpope@odos.wisc.edu"

"Delta Airlines", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,

Susan Waldron

Phone: 256-231-1170

Cell: 404-403-6494

Fax: 256-231-1171

", "Craig & Susan Waldron", "csbwaldr@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Dear NMB, It is time to implement a fair democratic voting rule. To assume a uncasted ballot is a no vote is incorrect because, the voters might have been sick, not knowing when to vote or unable to attend for family emergencies. Lets make it possible to bring correct rules in for a fair election. Thanks

Craig George

", "Craig George", "craig.27@juno.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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", "Craig Maxwell", "cpmaxwell@aol.com"
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Craig Tuten

", "Craig Tuten", "craichael@hotmail.com"
"Proposed NMB Rule Change For Union Representation Elections", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

Larry Cross

Larry Cross ? Specialist - Revenue Integrity ? Revenue Management / Delta Air Lines ? 404.773.5225 ? larry.cross@delta.com

","Cross, Larry","Larry.Cross@delta.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

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Sincerely,
Gabriel Perez
1170 N Federal Highway
PH 05
Fort Lauderdale, FL 33304

", "CruzFlyer@keptprivate.com", "CruzFlyer@keptprivate.com"
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Crystal Hill

", "Crystal Hill", "Crys77@mchsi.com"
"Voting Rights for the 21st Century", "

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Sincerely,
Charles James
2234 Clanton Terr.
Decatur, GA 30034

","csisil@bellsouth.net","csisil@bellsouth.net"
"Union Rule Changes at Delta Air Lines ","November 22, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

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Terry D. Culver
", "Culver, Terry Dean", "Terry.Dean.Culver@delta.com"
"Docket C-6964", "
Mary Johnson
General Counsel
National Mediation Board

Michael P. Lo Vuolo
616 Cristler Ave
Dallas, TX 75223
817-868-9933

I am writing in support of the proposed changes to the voting procedures under the RLA
to include a Yes/No ballot.

I feel that this is the only fair democratic process for transportation employees to vote for

union representation on the job. Like every other election in the country only those who vote should have their voices heard. If employees wish to "sit out" an election their vote should not count toward the outcome of a union election.

While an employee of American Airlines back in 1998 I worked to gain union representation on the job as a Customer Service employee. The current election process allowed the company to "pad" the eligibility list with hundred of agents whose stations and reservations offices were closed. Even though most of these employees had gone on to other careers the fact that they didn't vote favored the company and they were counted as NO votes. In addition because the company wasn't responsible to provide the union with a list of employees, we spent many hours searching for employees who had no intention of voting or going back to work for the airline.

I strongly feel that the changes to a Yes/No ballot will bring the RLA into the 21st century and will bring the RLA into line with all other elections including NLRB elections.

Michael. P. Lo Vuolo
Dallas, TX.
", "CWA APSA Local 6001", "cwa4aa@sbcglobal.net"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

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Sincerely,
robin wagner
4908 nw 83rd terrace
kansas city, MO 64151

", "cwagere@yahoo.com", "cwagere@yahoo.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

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Sincerely,
Robert Hatchett
2235 Camp Branch Rd
Ellijay, GA 30540

", "CwboyFlyr@aol.com", "CwboyFlyr@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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BabGassymom Bfpd <<http://avs5edmzhssk.com>>

cydrannylaund

", "cydrannylaund", "inlojgf@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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cynthia diaz

","cynthia diaz","tuffmax@aol.com"

"re: Docket no. C-6964","To the honorable National Mediation Board:

I wish to congratulate and praise the efforts that are underway now for revision of the archaic and outdated election parameters for union representation at the airlines, and hopefully for the entire workforce of the middle class professionals and laborers in the United States of America. The original election procedures were designed in an era when industry was at full swing and the strong and thriving unions were concerned about the safety and health ramifications imposed by the tremendous spurt of growth during the Industrial Revolution. At the time, the unions were powerful and ameliorated conditions for the work force and afforded them a quality of life which has been a basis for the ensuing decades. This era has always been symbolic of a successful time frame for the growth of our country.

The factories, companies and ultimately the newly emerging corporations directed a deep turn and dive for the American Labor groups when the corporations regulated agendas that took a separate path from the American labor group. What we are left with today is blatantly visible with a humiliated and overworked middle class that is now struggling to keep jobs that have largely disappeared. Is there no wonder that it has almost been parallel with the decline of the unionized labor force in this nation? These are intense areas of discussions, and it seems like the profit motives of the multinational corporations are intent on union bashing and disruption to achieve their intent.

It has long been overdue to redesign the union election rules to count all votes cast and not to assign a ""no"" vote to the abstained voter. The abstained voter for reasons of their own do not want to have their vote count. It is undemocratic to arbitrarily assign a ""no"" vote to the voter who wishes to not be counted.

So congratulations for setting the path to a change which is welcomed by airline workers and will hopefully act as a catalyst to change the dilemma of the middle class workers in the United States of America.

Yours truly,

Cynthia Gray
flight attendant
Northwest Airlines

","Cynthia Gray","cdgtaxi@gmail.com"

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Docket Number C-6964

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It has always baffled me that a person who doesn't show up to vote still can affect the outcome of a voting situation. If that person wants to have a voice then they need to show up and vote to be counted.

Cynthia Harper Brauzer

","Cynthia Harper Brauzer","cybrauzer3@gmail.com"
"re Air and Rail workers' proposed rule change","The voting rules for Air and Rail workers need to be changed and now! This is an issue of justice --- and justice is all about right relationships!

Dolores T. Poelzer
2691 Erin Way, Eugene OR 97408 541-344-761
","D Poelzer","dpoelzer@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

DALE A. PLANT

","DALE A. PLANT","plant_dale1@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Even in the smallest of elections in the smallest of towns, people understand this very basic issue of majority rules. It's time to remove the antiquated voting rules established in the 1930's when the "Big Boss Man" ruled with an iron fist and intimidated workers to sell their soul to the company store.

Dale Allen Zehnder

", "Dale Allen Zehnder", "dzehnder@tampabay.rr.com"
"Docket No. C-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

Good day and happy new year. I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

I fully understand the implications of the proposed rule change which would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. The "democratic process" which has caused much discussion and has been the foundation of the rule change does not provide for a union, if voted in, to stand for re-election or decertification if adequate votes have been collected.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Dale Grimes

Flight Attendant Delta Air Lines 33.5 years of employment (In Flight Service)

Employee # 430554 Domicile: ATL

433 Almeria Avenue
Coral Gables, FL 33134
305.444.3299 Home
786.546.1082 Cell
dalegrimes@bellsouth.net

","Dale Grimes","dalegrimes@bellsouth.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The old labor laws gave the companies an unfair advantage over the unions. It is time to give the American Worker a True vote in the union process. Not voting at all should NEVER count as a no or yes vote. Only those return a ballot should ever be counted in ANY election. I am also tired of companies lying and using threats against employees in the union organizing process. It is time to give American Labor a true voice and

not just the corporate lawyers and CEO's. I have worked for the same company for 22 years and have seen first hand company threats against employees who are pro-union.

Dale W. Overman Jr.

","Dale W. Overman Jr.", "ulfracfen@hotmail.com"
"voting rule", "While there is a great deal of discussion about the proposed voting rule change, all we need to do is look at every election we have in our country today. The votes that are cast are the votes that count. It neither favors one side or the other. The results of an election are left to those who care enough about the topic and or candidate to be involved. What has made America great is folks, regardless of wealth, race, religion or anything else, have gotten INVOLVED in the issues. We don't have to agree on the issues, but we must as Americans be involved in the process that meets our issues head on and brings about the results that the majority of the voters favor. To be fearful of the proposed voting rule change is not something a free society should embrace. In the spirit of the American voter system, I say change the rule and let the majority of the voters have their say. Those who sit on the sidelines and don't vote for whatever reason are currently counted as a NO vote. There are voters in Afghanistan and Iraq who valued their vote enough that even though their lives were endangered, voted. There is no excuse in our system to count any non voter as a no vote. Nor is there any reason for an Employee of Delta to sit back and not be involved in this issue of representation. If we want a union, vote for it. If we don't want a union vote against it. Isn't that simple enough? Management at Delta should not fear a union and workers at Delta should not fear management without representation. Delta will remain a great airline with or without a union because it has great people who work here. The rules whether changed or not, should not determine the future of this airline. The people who work here are capable of making Delta the best, whether they wear a union patch or not. So let every voter have their voice heard in a democratic process that makes our nation's voting system the envy of the rest of the world.

Thank you,

Dale Zehnder/ Delta employee TPA

502 40th Ave. N. E.

St. Petersburg, FL 33703

727-502-9607

","Dale Zehnder", "Dale.Zehnder@delta.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Dalya Hartford White

","Dalya Hartford White","dalhart66@gmail.com"
"Docket #C-6964","Please we need a change in voting procedures for union representation. A vote not cast should not be counted as a NO vote.
Thank you Dana Wilson

","Dan Driggs","dandriggs@comcast.net"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","Date:
November 18, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964
Dear NMB Members,

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative.

If an employee does NOT want union representation, asking for a "no" vote is not too much to ask. Apathetic voters should never decide any type of election.

Regards,

Daniel Grise
Delta Airlines Flight Attendant
","Dan Grise","dlgrise@charter.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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DAN LOUCKS

","DAN LOUCKS","DSLLOUCKS@HOTMAIL.COM"

"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Dan Meier
danmeier@charter.net

","Dan Meier","danmeier@charter.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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DAN ROSDHAL

","DAN ROSDHAL","danrosdhal@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Dana A. Hanbury

","Dana A. Hanbury","Danaday4@aol.com"
"Docket No. C-6964","November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "

The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority.

" It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Dana Alford
3116 Roxbury Rd
Oceanside, NY 11572

Northwest Airlines/ Delta Airlines
Flight Attendant NYC
Emp. # 036264500
", "Dana Alford", "danaflys@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Daniel Franchi

", "Daniel Franchi", "Danfranchi@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I urge you to rule in favor of true democracy and let the votes count where votes are cast. Abstaining from voting does not allow your vote to be counted in favor of opposing a candidate or issue in any other true democratic process. Please do the right thing and support the proposed change to NMB Election Rules.

Daniel Revsbeck

", "Daniel Revsbeck", "dtmrevs@yahoo.com"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964
", "Nov. 21, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

My name is Daniel Valdez and I applaud your recommendations for a procedural change in representation voting . This recommended change is long over due and now gives workers a level playing field in determining whether or not union representation is the will of employees . As an employee of Delta Airlines and an activist for union representation , I have witnessed first hand the inconsistencies and abuse by management personnel of the current voting procedures . The current method of voting for a union gives management incredible advantages to manipulate the rules that borderlines unethical practices . Intentional " padding" of eligible voters was common practice in representation election at Delta Airlines in May, 2008. Delta management knowingly included in the eligibility list members of management, former employees who had been dismissed, resigned, retired, and even deceased. Blatant interference and coercing of employees with fear tactics to shred, tear, rip voting

instructions was widespread . Additionally , an alarmingly large number of disengaged employees had no opinion , no position for or against union representation and therefore, they were counted as a "NO" vote.

A democratic election with active participation determining the outcome is just, fair and the American way .

The Congressional hearing by the Transportation and Infrastructure Committee on NMB oversight in 2008 underscored the need for a complete revamping of the current method of voting for representation . I agree the current system is flawed, arcane and undemocratic .

Respectfully submitted ,
Daniel Valdez

=

", "DANIEL VALDEZ", "danielvaldez561@aol.com"

"changed to nmb voting", "Docket # C-6964

My name is Daniel W. Duhin and I am a flight attendant with Northwest/Delta Airlines. I am in favor of the change in the voting rules for elections because it the only fair way to get how employees at airline and railroad really want to vote. If you count people as no vote from the start than you will not know if they wanted to vote or not.

Every person should go out and vote when it comes to things like this.

Daniel

", "Daniel W. Duhin", "dwduhin@centurytel.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Daniel W. Stolp

", "Daniel W. Stolp", "danstolp@yahoo.com"

"NMB Proposed Rule Change Docket Number C-6964", "

November 20, 2009

Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Danita Kelly and I am a 37 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote.

The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Danita (Dani) Kelly

Pre-Merger Northwest Flight Attendant

","danikelly@att.net","danikelly@att.net"
"NMB Docket No. C-6964","November 14, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

NATIONAL MEDIATION BOARD
1301 K Street N.W.
Suite 250 East
Washington, DC 20005-7011

RE: PROPOSED NMB RULE CHANGE FOR UNION REPRESENTATION ELECTIONS (Docket No. C-6964)

Dear NMB Members:

I write to express my strong support for the NMB's proposed rule change pertaining to union elections in the rail and airline industry. I have been a flight attendant for Northwest Airlines for nearly two decades and my Delta employee number is 034525100.

For most of my career I've been involved in some form of civic or social activism -- in the union(s) we have belonged to (IBT, PFAA and AFA-CWA) or within my community. I've worked on many union campaigns -- as well as elections for local or federal candidates. Recently, I've had the honor of assisting flight attendants seeking to gain a legal voice as members of AFA-CWA -- including those at Delta, Jetblue, Colgan, Ryan International, Compass, USA 3000, Allegiant, Frontier and Lynx.

Upon reviewing reasons in support of a rule change, I agree with board members Hoglander and Puchala, as well as reasons cited by members of

Congress. I believe there are a few additional reasons the board should consider for this rule change;

* Unlike any employment sector in our nation, workers in our industry (particularly pilots and flight attendants) face a nightmare of logistics when attempting to organize; as we often do not live in the city or state of our base. For example, if you review the demography of Delta flight attendants (<http://www.deltaafa.org/images/DALNWAMap.pdf>) there are domiciles in 11 states. However, workers reside in each of the 50 states and even overseas. Texas [alone] is home to 5% of the entire workforce, yet there is no base in the state. Access to individual workers is challenging at best, and sometimes impossible with restrictions placed by the carrier on obtaining contact information. It is not unreasonable to fathom that the only knowledge a Texas resident may have that a representation election is taking place is if she reports to work at her base and sees the large "Give A Rip" placards and banners plastered around the Inflight offices by management. That is, if she reports to work during the election at all and is not one of the 10-20% of employees on some form of leave (as was the case in the 2008 election). Under the current rules of the NMB, this flight attendant (who may have no opinion on representation or even care an election is taking place) is given the same weight and significance in the process as a flight attendant who spends each of their days off working an advocacy campaign FOR or even AGAINST representation.

* The current rules used by the NMB pose an unfair burden to flight attendants at commuter carriers (where aircraft are staffed by a single employee) or where there are numerous domiciles -- and workers have little-to-no interface with each other. The levels of apathy and non-participation are practically insurmountable for employees at these carriers. While union supporters may succeed in eventually reaching 35%, 50% or more of the employees during the card signing process, it may take years to accomplish this. To then expect supporters to deliver the same turn out (in terms of participation) in a matter of a few short weeks is an obstacle many find too onerous when they have so little interaction with each other.

Finally, I think elections (and democracy itself) should be about 'passion', not 'apathy'. The appropriate forum in our society for expression of our will for change or support for the status quo has always been at the ballot box. Until working on organizing campaigns under the NMB rules, I never imagined a world where victory is handed to the party who can more effectively design a campaign of non-participation, apathy and fear of expression. It seems appropriate that in the wake of a historic election in our country, the National Mediation Board is poised to bring its election rules in line with the principles our country was founded upon. Thank you for taking up this important issue.

Sincerely,

Danny G. Campbell

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•????????????????????•????????????????????>????????????????????????????????????•????????

", "Danny G. Campbell", "dgcampbell@comcast.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Danny Witcher
1308 Chipper Ln
Edmond, OK 73025

", "danwitcher4@yahoo.com", "danwitcher4@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

In this changing field, it is important that we seek fair and democratic elections. Please support the NMB's proposed change to the elections rules.

Darci Boragno

","Darci Boragno","shoptiludrop614@sbcglobal.net"
"NMB Proposed Rule Change","I would like to voice my opposition to the proposed rule change. As a Delta employee that is non-union, it appears as if the board is deliberately attempting to target Delta Air Lines to aid the AFA and other unions to gain control. It is astonishing that the board would undermine everything that is fair and upright in determining such matters. It appears to be a mere political power play, and as an American I am highly resentful of this tactic. The current Administration and the NMB should not change this rule just to try to force unionization on an airline that does not need it and has been successful without it. Our employees win without a union, and always have; with a union only acrimony and distrust prevail.

Delta is different and always has been. Please let integrity and fairness and the American way prevail. Say no to a rule change mid-stream that discriminates against the people of a great airline.

Jim Darin
Regional Manager - In-Flight Service Scheduling
404-773-7636

","Darin, Jim","Jim.Darin@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Darryl A. Emerson

","Darryl A. Emerson","Dae-NFL@yahoo.com"
"Representation Election Procedure; Proposed Rule; Docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW., Suite 250 East
Washington, DC 20005-7011

Dear Chairman Dougherty and Members Hoglander and Puchala

I have attached comments on Docket No. C-6964 by Americans for Democratic Action and the National Workrights Institute, for your consideration.

Best regards,
Darryl Fagin

Darryl Fagin
Legislative Director
Americans for Democratic Action, Inc.
1625 K Street, NW, Suite 210
Washington, DC 20006

<http://www.adaction.org> <<http://www.adaction.org/>> * email:
dfagin@adaction.org <<mailto:dfagin@adaction.org>>
Phone: (202) 785-5980 * Fax: (202) 785-5969

","Darryl Fagin","dfagin@adaction.org"
"Re: Proposed NMB Rule Change For Union Representation Elections","12/28/2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support

of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Dattolo, Cristina X","Cristina.X.Dattolo@delta.com"
"Delta AFA Vote","PLEASE DO NOT Change the rules concerning the up-coming vote for a Flight Attendant union at Delta Air Lines.

As a Delta Air Lines Flight Attendant, I have enjoyed a close and productive relationship directly with management and they have been very good to me and my co-workers.

I feel to change the rules at this time gives (what I feel is) a corrupt and mis-managed Assocaiaon of Flight Attendants - Communications Workers Of America (phone company union) total access to well over \$5,000 of my next ten years earnings. I need this money to go into my 401k retirement fund since my Pan Am pension went bye-bye. I will have no say .. they take my money or I can be fired ... fair? NO!

The new rules would make it simple for a minority of flight attendants to take control of my future.

This vote is such a major event, by changing the voting rules now would be very disruptive to the majority of Delta Flight Attendants.

Please, please do not change the voting rules now, allow me to control my future, not the AFA!

If you feel a rule change is needed allow one year as a date to change.

Thank you very much for your consideration,

David Clark

Delta Air Lines Flight Attendant
Emp # 064407100

","Dave Clark","panamigo@bellsouth.net"
"Docket C-6964","My name is David Fowler. I am a former Northwest Airlines mechanic. Although I am no longer in the aviation industry I support the changes to allow yes/no votes to be counted and not counting non votes as no votes I don't understand the argument that this would allow a small group to determine union representation or not. If employees do not want a union all they have to do is vote ""No"". I don't know why anyone would be afraid to vote, but they should not be allowed to control an election by simply not voting. No other elections work this way.

Thank you

David O. Fowler

8108 W. Avalon Dr.
Phoenix, AZ 85033-4707

I am using the Free version of SPAMfighter
<<http://www.spamfighter.com/len>> .
We are a community of 6 million users fighting spam.
SPAMfighter has removed 417 of my spam emails to date.
The Professional version does not have this message.

","Dave Fowler","forkndave@qwest.net"
"Re: Docket Number C-6964","Date: __November 29, 2009_____

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

____Janet Nelson_____

Signature

____Janet Nelson_____

Print First and Last Name

___Flight Attendant-Delta_____

Position

","Dave Nelson","davejannelson@yahoo.com"
"Proposed NMB Representation Rulemaking - Docket Number C-
6964","Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Dave Tadlock
Northwest Airlines Flight Attendant
30 Years
", "Dave Tadlock", "davetadlock@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Dave Williams

", "Dave Williams", "davew4@adams.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
David Hinman
7987 Mustang Loop Road
park city, UT 84098

","dave@mountainskihome.com", "dave@mountainskihome.com"
"Proposed NMB Rule Change For Union Representation Elections", "29
December 2009[

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

You guys seriously need to quit pulling peoples chains and dealing dirty. The people of Delta deserve a FAIR vote and not a contrived vote to benefit the NMB. You should be ashamed of yourselves.

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good

reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Davenport, Donna", "Donna.Davenport@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Dear members of the NMB; I have been employed in the airline industry for forty one years. During this tenure I have witnessed and experienced many changes in rules and policies and the industry in general. I have held official positions in the union (IAM) both as a representative and chairperson. Needless to state, having a union to represent its employees in the different classes and crafts for unparalleled protections was not only welcomed and understood but necessary. I have witnessed union busting by corporate individuals that now is the time for change. The "no vote" apparatus of yester year is no longer acceptable. Voting must be held in a fair, just and equitable manner. With the passage if the proposed change to the NMB election rule this will become a reality. We as union workers have given up enough rights to keep the airline industry out of bankruptcy and competitive. Therefore, I agree, support and vote for this change in the NMB Election Rules.

David A. Bailey

", "David A. Bailey", "dabailey01@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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david a. bryant

", "david a. bryant", "winthrop@aol.com"
"docket # C-6964", "To the Members of the National Mediation Board:

I am a 30 year Flight Attendant with Delta Air Lines and I am in full support of the NMB's proposed rule change for Representational Elections held under the Railway Labor Act. The use of a YES/NO ballot is the only truly fair voting process. Please enact this rule change as soon as possible so that we may have a real democratic election.

Thank you,

David Potts
4061 34th St.
San Diego, CA 92104
619 280 5251

", "David A. Potts", "dapotts@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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David C Davis

", "David C Davis", "chrisx1959@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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David Champagne

", "David Champagne", "david_morgan@msn.com"

"Docket Number C-6064 Support for the Ballot Change", "To Whom it concerns,

I would like to voice my support for the ballot change. The Yes/ No ballot. Docket number C-6964.

Thanks,
David Crosby

", "David Crosby", "daveinclt@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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David G Neumeyer

", "David G Neumeyer", "dgneume@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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This has been an unfair practice for too long!! TIME FOR CHANGE and FAIRNESS for ALL.!

DAVID HUNT

", "DAVID HUNT", "DH201153@YAHOO.COM"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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David J. Tollefson

", "David J. Tollefson", "davidjoht@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Thank you for helping airline employees , we need a chance to have a fair election process.

David Kolhagen

","David Kolhagen","kredman007@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Workers' rights are the secret to success in any society. Railroad and airline networks are vital to our ability to compete in global economic development and advancement. All workers in America including airline and railroad workers must be afforded the economic and democratic advantage provided by collective bargaining through lawful union representation. Support the NMB's proposed change to NMB Election Rules.

David Leyva

","David Leyva","dmleyva@sandia.gov"
","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

Your board is one more way the government is doing everything it can to be negatively involved in my life. I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

--

David Mantz, Jr.
757-403-0241

","David Mantz, Jr.", "davidmantz@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is time labor had a say in our future and not big business.

David n. Moon

", "David n. Moon", "dnmoon1@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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This is the fairest way to resolve this issue. If it was not, the corporate heads and their friends in the industry would not oppose it. They're strong protestations show that they know having their way with their workers could potentially be limited. I praise your efforts to correct a wrong that has been allowed for too long.

David Nunez

", "David Nunez", "Simba63@excite.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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David P. Alfsen

","David P. Alfsen","davidalfsen@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Do the right thing! Please

David Padgett

","David Padgett","DLPadgett@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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DAVID PATTERSON

","DAVID PATTERSON","davpat09@yahoo.com"
"NMB Docket C-6964","

Subject: NMB Docket C-6964 tally of votes

From: United Transportation Union Local 650

Date: Thur., 30 Dec 2009

To: National Mediation Board

1301 K. Street N.W.

Suite 250 East

Washington, D.C. 20005

Docket Clerk: RE NMB Docket 6964

Dear National Mediation Board members,

In the name of 140 members employed in train, engine and yard service on the Union Pacific Railroad Company, [St Paul/Minneapolis/St James, Minnesota] and by the authority of unanimous vote of those present at our Nov. 18, 2009 Lodge meeting, we urge that the computation of votes for the purpose of union representation elections under the purview of the Railway Labor Act be updated as proposed in the above-captioned Docket to conform to all modern time election standards. "Only the majority of votes cast will decide the outcome of any election."

Respectfully submitted,

DJ Riehle

Vice Local Chairperson

United Transportation Union Local 650

1063 Albemarle St

St Paul MN 55117

Cc: PJ Qualy

UTU 650 Local officers

All concerned

","David Riehle","djrie@visi.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Airline and railroad worker should decide the same way we decide who get elected president. Were not asking to be special, were asking to be equal. Regards

David Scheidegger

","David Scheidegger","davsansc@comcast.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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it is about time that everything is made equal! big carriers have gotten away with too much and for delta workers we need to be treated as equals instead of a number.

David Soller

","David Soller","davidsholler@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Every one should have the right to vote. how will things get done fair if you have no voice.

david taylor

","david taylor","organizedcrime@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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David W MacInnis

","David W MacInnis","dwmacinnis@hotmail.com"

"Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am a Delta Air Lines employee and I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

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Respectfully,

Scott Davidson

","Davidson, Scott","Scott.Davidson@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Bird tetracycline. <<http://bird-tetracycline.bravehost.com>> More...
<http://bird-tetracycline.bravehost.com>

Dayboalfacili

","Dayboalfacili","cootressy@mail.ru"
"In favor of ""Proposed voting procedure change""","My name is __Diane Moumousis_____, I am a United States citizen living in North Carolina and a Delta Flight Attendant.

I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Thank you.

Diane Moumousis
211 Patriot Ridge
Murphy, NC 28906-0553

~~~~~

","dcmou@aol.com","dcmou@aol.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Dean Gaul

","Dean Gaul","Dgaul99210@aol.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Dean J. Goche

","Dean J. Goche","djgoche@aol.com"  
"Proposed NMB Representation Rulemaking - Docket Number C-6964  
","Elizabeth Dougherty, Chairman  
Harry Hoglander, Member  
Linda Puchala, Member  
National Mediation Board  
1301 K Street, NW  
Suite 250 East  
Washington, DC 20005  
Re: Proposed NMB Representation Rulemaking - Docket Number C-6964  
Dear NMB Members,  
I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

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as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

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The current, antiquated, rules provide an unfair advantage to management.

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playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

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The Board's current election procedure is contrary to the basic

principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to

provide that a majority of

valid ballots cast will determine the craft or class representative. A

similar system for elections

has been the cornerstone of American democracy for more than 200 years

and will work just as

well in airline and railroad union elections.

Respectfully,

Dean A. Schultz

NWA/Delta Air Lines Flight Attendant

", "Dean Schultz", "schultzd@hickorytech.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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DeAndre\ ' G. Hessberger

", "DeAndre\ ' G. Hessberger", "d.hessberger@comcast.net"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I would like to have the rule changed to make it fair for those who go the extra step to vote and decide their fate, not having non voters decide

Deanna Grantland

", "Deanna Grantland", "dgrantland@comcast.net"  
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am a current IAM union member.

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I believe if the union is to become part of Delta that it must be a true majority vote. Meaning most of the employees must turn out and vote for or against union representation.

I am also concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to

become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Deanne L Thomas

","deanne.thomas@comcast.net","deanne.thomas@comcast.net"  
"Voting Rules","I'm absolutely stunned that the NMB would even consider changing the voting rules concerning unions. What happened to the majority rules? You are changing the face of America. Shame on you for allowing three people to affect the lives of millions. I've been at Delta for 30 years and never felt the need for any union representation. Just look at all the failed airlines that had unions. Please tell me what you think a union is going to do for me and why you don't think the majority should rule. I look forward to hearing back from you. Thank you, Debbie Barton

","Debbie Barton","debele@comcast.net"  
"docket no C-6964","Elizabeth Dougherty, Chair  
Harry Hoglander, Member  
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

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Sincerely,

Debbie FitzSimmons

---

Get gifts for them and cashback for you. Try Bing now.  
<[http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT\\_MSHYCB\\_Shopping\\_Giftsforthem\\_cashback\\_1x1](http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT_MSHYCB_Shopping_Giftsforthem_cashback_1x1)>  
", "Debbie FitzSimmons", "debfitz888@hotmail.com"  
"RE: Docket #C-6964", "I'm writing to let you know that I am a Northwest/Delta Flight Attendant and I am definitely in favor of Docket #C-6964. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country.

US Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the "For/Against Union" vote can be won by the majority, not voided by the minority.

Thank you,

Deborah-Ann Pankow

", "Debbie Pankow", "debp@charter.net"  
"Docket No. C-6964", "Elizabeth Dougherty, Chair  
Harry Hoglander, Member  
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

Debbie Reeves

","Debbie Reeves","reeves8545@bellsouth.net"  
"DOCKET NO. C-6964","November 21, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

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The Board's current election procedure is contrary to the basic principles of democratic

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Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Deborah Anne Ruehl

Flight Attendant

Northwest Airlines

Seattle Base

", "Debbie Ruehl", "dcutter1957@yahoo.com"  
"CHANGE THE VOTE RULE!!", "

Dear Sir or Madame~

I am a Delta Flight Attendant and I SUPPORT THE CHANGE in the voting rules for elections. To be fair and democratic....EVERY ONE must submit their vote....either Yes or No. Please enact this change.

Sincerely,  
Deborah A. Ruehl

", "Debbie Ruehl", "dcutter1957@yahoo.com"  
"Washington D.C. Employment Law Update: NMB Majority Pushes Proposed Rule to Change its Representation Election Policy", "debbiev23@aol.com has sent you a blog post:

this is to let you know that i as a flight attendant firmly support the change in the railway act for everyones vote counts as a yes or a no vote. i believe this is on docket #c-6964. let the majority rule. debra b voss

-----

Title:  
NMB Majority Pushes Proposed Rule to Change its Representation Election Policy

Summary:  
On Tuesday, the National Mediation Board (NMB) published in the Federal Register a proposed rule to amend its representation election procedure. Upsetting decades of settled policy, Members Harry Hoglander and Linda Puchala, former union officials, have launched a full-court press intended to make it easier for labor organizations to expand union membership in the air and rail industries.

View the full post by clicking this link:

<http://www.dcemploymentlawupdate.com/2009/11/articles/labormanagement-relations/nmb-majority-pushes-proposed-rule-to-change-its-representation-election-policy/>

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We take your privacy seriously. If you feel you have received this message in error, please contact customersupport@lexblog.com.

", "debbiev23@aol.com", "debbiev23@aol.com"  
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,  
Debi Eveland  
437 S. Yellowstone Dr.  
Suite 112  
Madison, WI 53716

", "debi@opeiu39.com", "debi@opeiu39.com"  
"Response to NMB", "Currently, your website count has only 52 negative remarks to the voting change that is being discussed.

Let me make mine 53, with many more to come....

If the NMB thought the current election rules were so UN democratic then why did you allow the AFA to proceed with elections that were filed AFTER the petition with Delta Air Lines?

It is obvious that this board is ""heavy"" on the union side, and this is NOT a democratic decision making process at all.

Delta Air Lines flight attendants have been union free since Birdie Bomar was hired (our very first flight attendant).

I oppose the rule change. And I challenge the fact that a 3 person board has the constitutional right to make this decision.

It is is clearly unfair to allow the AFA to rescind their petition for an election because they might get a favorable ruling. If the NMB were truly concerned with the fairness of the voting process, they would have ceased ALL elections that were petitioned by the AFA in the last year. You did not.

So it was fair to have elections that were called AFTER the AFA petitioned Delta for an election? But now, according to you, our election is too important to be held under these ""archaic"" voting rules?

It is crystal clear how ""unbiased"" you are.

Debi Shaw  
Delta Air Lines Flight Attendant  
Atlanta, Georgia

debishaw@earthlink.net  
EarthLink Revolves Around You.

","debishaw@earthlink.net","debishaw@earthlink.net"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

A non vote should not be a no vote. Let's bring the voting procedure and rules up to date so the average worker can survive. We have watched too long the corporate machine at work only to give up our livelihood so they can take millions of profit, poorly manage it and then cry for help from the rank and file.

Deborah L Sullivan

","Deborah L Sullivan","irisgrower@gmail.com"  
,"Thank You

I am in support of the change in rules for electing a union. I am an airline worker and I want my vote to count whether it is a yes vote or a no vote. This is the fair democratic way to conduct a vote. The people who really care about what they do or do not want will take the time to vote. Why should people who do not vote be counted? They have chosen at that point to not care.

This change is a huge historical and monumental change. IT IS THE CHANGE NEEDED TO HELP GET AMERICA BACK ON TRACK.

Again Thank you for doing what is right for everyone.

Deb Cadry  
","Debra Cadry","ucan57@att.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:  
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Debra Freetly-Green

", "Debra Freetly-Green", "freetlygreen@yahoo.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
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I am in support of voting fairness in the airline industry. Our working conditons are out of control and I want to know my vote really will count when the time comes. The majority should rule and therefore I am in support of the proposed change to NMB Election Rules.

Debra O. Johnson

", "Debra O. Johnson", "lilkeebdj@comcast.net"  
"The vote!", "I think it is fair that you should have at least 51% of all employees. I also think we should be able to also vote the unions out.  
mike

", "Decker, Michael J", "Michael.J.Decker@delta.com"  
"please don't change the voting rules", "Elizabeth Dougherty, Chair  
Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Sincerely,

Dee Stone, Atlanta, Georgia

", "Dee Stone", "deestone912@gmail.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
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Deena D Hanson

", "Deena D Hanson", "Deena\_Dennis@msn.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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Deena Hanson

", "Deena Hanson", "Deena\_Dennis@msn.com"  
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change to determine the outcome by a majority of votes cast.

Just as we wouldn't allow low turnout to nullify a political election, it's unconscionable to read the minds of non-voters and to translate failure to vote into a no vote. Treating a failure to vote as a no vote makes a mockery of democratic decision making.

As with NLRB and public employee laws, a majority of votes cast should decide RLA representation elections -- with runoffs if there is no majority.

I applaud the proposed change to base election outcomes on a majority of votes case. -28It's long past time to change the undemocratic policies of elections conducted under the Railway Labor Act.

Sincerely,  
Dexter Arnold  
160 Concord St. B28  
Nashua, NH 03064

","dekearnold@yahoo.com","dekearnold@yahoo.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Dell R Babcock

","Dell R Babcock","dellbabcock@yahoo.com"  
"Docket Number C-6964",

members of the National Mediation Board

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Sincerely,  
Dale Lavelle  
5733 Rosslare La  
Fitchburg, WI 53711

","dellbb@charter.net","dellbb@charter.net"  
"Docket No. C-6964","To whom it may concern,

I am AGAINST the proposed change for voting. If you are considering changing this policy it needs to work BOTH ways! We as FA's should be able to vote using equal processes to vote OUT a union. We the Flight Attendants have everything to lose and nothing to gain with this process change. It has worked great for years and there are airlines still using this voting process currently such as Compass. We at Delta deserve the same. WHY delay the vote at Delta and how was afa allowed to withdrawal from Delta until after this proposed change. The whole idea seems very ONE SIDED!

PLEASE reconsider changing something that has worked well for airlines for over 75 years. IF a Flight Attendant wants a union THEY can vote.... leave the rest of us alone!!

Thank you,  
Chris Linkenhoker  
Delta Flight Attendant  
Atlanta  
","Deltamgm@aol.com","Deltamgm@aol.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Demeatrice Vaughn

","Demeatrice Vaughn","Meechiev@aol.com"  
"Proposed NMB Representation - Docket Number C-6964","Dear NMB Members,

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Denise Bouley  
Northwest/Delta Airlines  
","Denise BOULEY","ready5332@msn.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
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Denise D. Soza

","Denise D. Soza","dsoza@yahoo.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Denise Karalis

","Denise Karalis","ddkaralis@gmail.com"  
"Fw: NMB VOTING DECISION","

Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big business from stuffing the ballot boxes with silent ""NO"" votes from members who no longer should be on the active employee list and of course those that are deceased. It must be exhilarating to be able to vote posthumously! I view that as complete disregard for working employees who would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do have contracts, that would like to see those who do not, but yet continue to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It should be in the hands of the employees! I would like to see them stop interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers.

This brings to mind the voting scene in Iran early in 2009. If we don't stop big business now...will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Denise Copeland-Lilly  
Association of Flight Attendants-CWA

DTW FA 32YEARS  
","Denise Lilly","deniseclilly@sbcglobal.net"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The time has come to once again support union workers and allow only those who vote to decide the outcome of an election. Unions have made America strong by keeping jobs and creating pride in what we do.

Denise R. Conner

","Denise R. Conner","drdee27@hotmail.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Dennis A. James

","Dennis A. James","DATJ1123@yahoo.com"  
"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Dennis Blume

", "Dennis Blume", "dennisblume@comcast.net"  
"docket c6964", "

From: dennis bowers <dennisbowers>

Date: November 14, 2009 9:16:57 PM EST

To: legal@nmb.gov

Subject: docket c6964

I fully support the change proposed by the nmb , it can't come soon enough.Thank you, Dennis Bowers, NWA/DAL flight attendant.

", "dennis bowers", "dlb1949@hotmail.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please proceed with the change to give all workers a voice in the election process.The current rules are outdated and they need to be changed.

Dennis Drozdowski

", "Dennis Drozdowski", "two2flydj@aol.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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Thank You for taking the time to read my comments. My family and the entire American Work-force appreciate the work you do. It's time for the execs to stop denying our American Rights! Thank You!

Dennis E. Smith

","Dennis E. Smith","minnowmoney@hotmail.com"  
"Support for Docket # C-6964","I, Dennis A. Rossetti, am a Delta Air Lines flight attendant and I support Fair Election Docket # c-6964. It is the democratic and right thing to do.

Sincerely,

Dennis A. Rossetti

","Dennis Rossetti","denro717@yahoo.com"

"Re. Docket No. C-6964","To: The National Mediation Board:  
Docket Number C-6964

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Airline workers are the last defense and sometimes the first in airport security! Lower paid non-union workers have proven over the YEARS to be very transitional employees, that come and go doing extremely security sensitive jobs! Sea-tac international airport has admitted to such a lapse in background checks for the new workers that are from such places as countries in Africa, and the middle east that some worked for over a year before they were found out to be on various security risk lists! In my opinion as a 20 years worker, ""LIVABLE"" wage and benefit employees stay with thier employers for the duration on average!

Derek Mayden

", "Derek Mayden", "mayhem913@yahoo.com"  
"Support for Docket Number C-6964", "Dear National Mediation Board,

I am a flight attendant for NW Airlines now part of Delta. I have been working for 29 years with NW, and want a fair election to decide on a union or not. I'm all in favor for Docket number C-6964. I sincerely want to thank you for helping us change our voting rights to become a better future tomorrow.

Aloha, Deric Lum, NW #055249, Delta #439574

", "Deric Lum", "jetstew@yahoo.com"  
"Docket C-6964", "NMB I fully support the democratic reform addressed by this initiative as it will align union elections with the way that all elections are held in our country.

Thank You, Michael J De Santis

", "DeSantis, Mike, UAL052 Chairman", "Mike.DeSantis@alpa.org"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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Devin Gutierrez-Ramirez

", "Devin Gutierrez-Ramirez", "Ikaikagutierrez@aol.com"  
"Re. Docket No. C-6964", "To: The National Mediation Board:  
Docket Number C-6964

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It is inappropriate at best to describe the current voting conditions. It's only fair to change the current rules not just for our benefit to have our decisions properly tallied. (Either in favor or not in favor). Also for airline and railroad workers in the future (my daughters generation) to have their voices heard. Giving the current conditions of our economy as well as the airline/rail industries, failure in changing the status quo will have catastrophic consequences for the men and women who work hard every given day to this sector now and the future.

Devon M. Watt

", "Devon M. Watt", "briniwatt@gmail.com"  
"docket number C-6964.", "Re: docket number C-6964

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in full support of the NMB's proposed rule change in how Representational Elections are held under the Railway Labor Act to a more democratic YES/NO voting process.

Currently, only those employees who fall under the Railway Labor Act are subject to elections where all votes start off as "no" votes, where those who choose to sit out an election and not vote are counted as "no" votes. This is not only undemocratic, but it gives companies an unfair advantage with which to fight the unionization effort. In past elections, this has worked to the detriment of the workers' efforts to organize.

Please change this voting rule as soon as possible and allow those governed by the Railway Labor Act to finally have fair and democratic union representation elections.

Thank you,  
Renee A Haynes

", "Dgtediva@aol.com", "Dgtediva@aol.com"  
"Count VOTES ONLY", "Elections are held around the world, thru out the U.S.A., and ONLY THE VOTES CAST, are the votes counted. Counting non-voters as NO VOTES is the equivalent of putting airline employees in the class of a third world CORRUPT nation. We monitor/supervise voting in other countries, and if the current rules were followed, we, the American People, would say it is an unfair, illegal election: So, how can this rule be fair to Unions and the employees of American owned/operated businesses?

Donnie R. Guthrie  
193 W. Bay Avenue  
Norfolk, VA 23503  
Northwest Airlines Flight Attendant

dg

""Never let someone be your priority, while allowing yourself to be their option.""

", "DgutVA@aol.com", "DgutVA@aol.com"  
"Docket No. C-6964", "

Elizabeth Dougherty, Chair  
Harry Hoglander, Member  
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

David R. Hereford II  
1933 Mercer Ave.  
College Park, GA 30337

---

PeoplePC Online

A better way to Internet

<http://www.peoplepc.com>

", "dhereford", "dhereford@peoplepc.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

DIANE BETTS

", "DIANE BETTS", "DKDG21@AOL.COM"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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diane collette

","diane collette","dmcolle@verizon.net"  
"Docket No C-6964","Dear Members of the NMB;

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,

diane Martens

","Diane Martens","dmartens1@cfl.rr.com"  
"Docket No. C-6964","

SAMPLE LETTER #1:  
Elizabeth Dougherty, Chair  
Harry Hoglander, Member  
Linda Puchala, Member  
National Mediation Board  
1301 K Street N.W.  
Suite 250 East  
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation  
Elections (Docket No. C-6964)

Dear NMB Members:  
I am writing to express support to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union member to vote in a democratic process, so the voice of the active employees that are for or against is truly heard. This change would update the process to mirror every other democratic voting process being held today. As it stands now, the choice of abstention is taken away.

Thank you,  
Diane C. Moumousis  
Delta Air Lines  
Flight Attendant (hired by Delta 31 years ago November 20th, 1978 )

~~~~~

","Diane Moumousis","dimoumousis@yahoo.com"
"Proposed NMB Rule Change For Union Representation Elections","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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(Docket No. C-6964)

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support

of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Diane Schlake
1127 Bayhill Av
Naperville, IL 60565

","Diane Schlake","d_schlake@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Diane Werdier

","Diane Werdier","dianewerdier@hotmail.com"
"Docket # C-6964","Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.
Docket # C-6964

Thank you,

Diane Gregory

","diane.gregory@comcast.net","diane.gregory@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Dianna Concepcion

","Dianna Concepcion","jconcel1025@aol.com"

"Re: Proposed NMB Rule Change For Union Representation Elections","Dear NMB Members:

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Karen W. Diaz

30 year pre-merger Northwest employee

","Diaz, Karen W","karen.diaz@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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dick engdahl

","dick engdahl","cmhgdguy@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Dick Tronstad

","Dick Tronstad","piratepillager54@yahoo.com"

"Proposed rule change", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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(Docket No. C-6964)

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Delta Airlines

Norm Dietrich

Lead Inspector

Dept.507/289

CFM-56

404-714-2234

","Dietrich, Norm","Norm.Dietrich@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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zyyhjz <https://launchpad.net/~sqglamorouswalters> levitra cost cqiljy
levitra cost <<https://launchpad.net/~sqglamorouswalters>> fknnvk levitra
cost <<https://launchpad.net/~sqglamorouswalters>> lppvvg purchase>purchase

levitra 100mg <<https://launchpad.net/~stanfordqkaustria>> lnjmhh
[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

dinfjj

","dinfjj","stanfordqkaustria@gmail.com"

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dioni camegla

","dioni camegla","dioni1172@yahoo.com"
"rejection of change","

12/05/09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Dirceu Melo

11600 Maddie Ave

Keller, Tx 76244

817-851.8103

dirceupmelo@yahoo.com

<<http://us.mc1108.mail.yahoo.com/mc/compose?to=dirceupmelo@yahoo.com>>

", "dirceu melo", "dirceupmelo@yahoo.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
david edenfield
409 grange rd
savannah, GA 31407

","djedenfield@yahoo.com","djedenfield@yahoo.com"
"RE: Proposed NMB Representation Rulemaking -Docket Number C-
6964","November 21, 2009

Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Danetta Harden, a 30 year pre-merger Northwest Flight Attendant. I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote. The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place. The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative. Thank you for taking the time to read my letter.

Respectfully,

Danetta Harden
Pre-Merger Northwest Flight Attendant
=
", "dlhard@aol.com", "dlhard@aol.com"
"Fwd: RLA Voting Proposal Change", "

-----Original Message-----

From: vieckm@aol.com
Sent: Sun, Nov 8, 2009 5:03 pm
Subject: Fwd: RLA Voting Proposal Change

Subject: RLA Voting Proposal Change

To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Donna Harrison dmharrison3@aol.com
5817 E Cochise Rd.
Scottsdale Az 85253

", "dmharrison3@aol.com", "dmharrison3@aol.com"
"Docket Number C-6964", "December 04, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Donna Wilson-Miller

Northwest/Delta Air Lines

Flight Attendant

","dmillerinfl@aol.com","dmillerinfl@aol.com"

"Proposed NMB Representation Rulemaking - Docket Number C-

6964","Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

RE: Proposed NMB Representation Rulemaking - Docket Number C-6964

I am writing to express my full support for this proposed change.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative.

Respectfully,

Daniela Morgan
2054 20th Street
Comstock, WI 54826
", "dndmorgan", "dndmorgan@centurytel.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

alypcu <https://launchpad.net/~craseeicili1975> generic cialis overnight
wnslgs generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
phohuh generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
lamzud buy>buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> jkzytg
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in
usa

dnwgyp

", "dnwgyp", "freireobiliko1352@gmail.com"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket
No. C-6964)", " NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Scott Dobbs

P.S. Understand this was a nice pre-written letter. If you want to know how most of us really feel it wouldn't be so nice. I educate myself daily with what's happening in the political arena and I'm here to tell you that the labor unions were very instrumental in getting the current empty suit president elected. I personally had nothing to do with it and I'm proud to say so. I stand against everything the unions stand for. I grew up in a home with a Father that had no choice but to be represented by a union and he hated it as well. I refuse to be bullied by unions. Don't deny this happens because you know it does. Delta has had the opportunity on many occasions to vote for a union and every time it has been voted down by a huge majority. Leave us out of it.

Scott Dobbs

SR. E.O. Planner

Demand Planning Dept. 474

MD88/90 Fleet

Jeffrey.S.Dobbs@Delta.com

Office 404-773-4042

Fax 404-714-1086

","Dobbs, Jeffrey S","Jeffrey.S.Dobbs@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
George Slafkosky
913 N. Main St #1508
Rockford, IL 61103

","doc@jrkortman.com", "doc@jrkortman.com"
"Docket C-6964..NMB", "Att: NMB::I do approve of the voting rule change for voting for a union, if it's that important to anyone you shouldn't mind voting !!!!!!!! Please amend the current & outdated rule to a more democratic & updated rule for today's era, you should vote a yes or a no, simple as that !! Thanx & have a great new year.....William P. Robinson....Delta Flight attendant", "dollarbr", "dollarbr@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

dominic dinardo jr

","dominic dinardo jr","niknbarb@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Dominic Gutierrez-Ramirez

","Dominic Gutierrez-Ramirez","Kaleogutierrez@aol.com"
"DOCKET No. C-6964"," Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

December 04, 2009

Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

My name is DOMINGO ARTURO MOLINA DETERNOZ and I am a pre-merger Northwest Airlines Flight Attendant, now a part of the new Delta Airlines. I am writing to express my strong support for the National Mediation Board's proposal to change the long-standing voting rules for representation elections. The proposed rule change would allow a union member to vote in a democratic process, so the voice of the active employees that are for or against is truly heard. This change would update the process to mirror every other democratic voting process being held today in America. As it stands now, the choice of abstention is taken away.

Thank you for your leadership in this matter.

DOMINGO ARTURO MOLINA DETERNOZ
Delta Employee # 039083400
Seattle Base

=

","dominmoli@aol.com", "dominmoli@aol.com"
"Proposed rule change...NMB Docket Number C-6964", "Elizabeth Dougherty,
Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

RE: Proposed NMB Representation Rule making -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala,

I wholeheartedly support the proposed NMB rule change.

I've read the arguments brought by some of those individuals against the change and find them nothing short of ridiculous.

What these individuals don't like is the idea that the proposed change levels the playing field.

To say by changing the rules will allow a minority of the employees to decide if a union represents the employee group is just plain wrong. With the new rules the slate starts clean. 100% of eligible voters will be given a chance to vote YES, vote NO, or abstain.

So, what if 60% of eligible voters abstain because they don't care which way the vote goes? By not voting they are exercising their 'DEMOCRATIC RIGHT' to go along with who ever gets the majority of yes or no votes

without being forced to weigh in on the issue. That is truly a democratic vote.

I applaud the board for not succumbing to the arm twisting and threats made by Sen. Johnny Isakson, Sen. Orrin Hatch and the other 5 Senators earlier this fall. I'm sure they were motivated by pressure put on them by CEO's and leaders of various companies and corporations.

Unfortunately big business fills the coffers of certain politicians and because of this the above mentioned Senators are obligated to be the corporations' lackeys.

Thank you again for righting a 75 year wrong and allowing the working man and woman to decide if they have union representation thru a truly democratic vote.

Respectfully,
Don Brosnan
Pre-Merger Northwest Flight Attendant

", "Don Brosnan", "don.brosnan@yahoo.com"
"Docket Number C-6964", "I support a fair election. Don Davis-Delta/NWA

FREE Animations for your email - by IncrediMail! Click Here!

<<http://www.incredimail.com/?id=603341&rui=113732872>>

", "Don Davis", "donderosa@centurytel.net"

"Docket number C-6964", "Dear Board Members:

I am writing in FAVOR of the proposed change to the representation voting rules. I truly support a YES/NO ballot vote.

I will be participating in the upcoming representation election for DAL/NWA Flight Attendants and support a fair and democratic vote process.

As a citizen of this country and who has participated in national elections, I am glad to see a vote is counted as a vote. I have never understood how someone who does not vote is counted as a ""no"" vote.

An election should be determined by only people who take the time and effort to actually make the effort to vote how they wish to be represented.

Thank you again for taking the step to head in this direction.

Again I fully support a YES/NO vote procedure.

Sincerely,

Don R. McBryde
Dal/Nwa FA
1749 N. Wells #324
Chicago, Il 60614

", "don mcbryde", "drmcbyde@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Donald B. Brooks Sr

", "Donald B. Brooks Sr", "DBrooks16@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Donald G Roberts

", "Donald G Roberts", "nikkotoby@earthlink.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Donald Hatfield

","Donald Hatfield","donhatfield@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Donald J Steffes

","Donald J Steffes","dj_steffes@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Donald Lewis

","Donald Lewis","donaldlewis@verizon.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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we need your support.

Donald Sanders

", "Donald Sanders", "outatimeds@aol.com"
"Docket Number C-6964, CHANGE THAT RULE!!!", "Hello, My name is Donene Mannion, and I am a flight attendant with the new Delta. My new Delta employee number is 031312800. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE, on Docket Number C-6964, so the ""majority of voters"" can make the decision. U.S. Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is donenemannion@vphone.com.

Thank you for this important change!

Donene Mannion
", "donenemannion@vphone.com", "donenemannion@vphone.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Donna Carter

","Donna Carter","ldonncarter@optonline.net"

"Docket Number C-6964","

RE: CHANGE THAT RULE!!!

Hello, my name is Donna Koranda , and I am a flight attendant with the new Delta. My new Delta employee number is 066471800. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE so the ""majority of voters"" can make the decision. U.S. Congresspeople and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is dkoranda43@msn.com.

Thank you for this long-needed change!

Donna Koranda

","Donna Koranda","dkoranda43@msn.com"

"Fw: Write the NMB!",""

----- Original Message -----

From: Donna Mattson

Fax: (202) 692-5085.

Mail and Hand Delivery:
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Nov. 17th 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board

1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Donna Mattson
Northwest/Delta Air Lines
Flight Attendant

,"DONNA MATTSON","dm_747wings@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This is a reasonable request. Let's make it fair.

Donna Wilson

","Donna Wilson","donnawilson@hawaii.rr.com"
"Proposed Rule Change for Union Representation Elections ","January 4,
2010

Elizabeth Daugherty, Chair

Harry Hoaglander, Member

Linda Puchala, Member

National Mediation Board

1301 K St., N.W.

Washington DC 20005-7011

Dear National Mediation Board Members,

I strongly support a change in the board's policy that would allow a majority of workers who cast ballots to determine the outcome of union representations elections in the airline and railroad industries. This is the practice in all other industries. It also is how representation elections are in held Education Minnesota, the union of 70,000 educators, which I lead.

The current policy presumes all eligible airline and railroad employees eligible to vote but don't do so are against forming a union. That's an illogical presumption and patently unfair.

You have heard substantial testimony, including strong support for changing the policy for authorizing representation to a majority of those voting. That positive support for change is evident here in Minnesota, where we know union representation is crucial to sustain the quality of life for a vibrant middle class.

As you conclude the public comment and move toward a final decision, please look favorably on the opportunity to extend the rail and airline workers the same rights all American workers should have.

I look forward to learning in the near future that you have made this policy change.

Sincerely,

Thomas A. Doohar

President

","Doohar, President.Tom","President.Tom.Doohar@educationminnesota.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Doris Johnson

","Doris Johnson","dooc6@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Doris S Svendsen

","Doris S Svendsen","dsvend@q.com"

"# C-6964 Change That RULE","Hello, my name is Dorothy Vessey, and I am a flight attendant with the new Delta. My # is 0530707, I believe that it is time aviation and the railway workers are allowed the same democratic method used by other general elections in our country. I am INFAVOR OF THE NMB VOTING RULES CHANGE Oon docket number C-6964.so the ""majority of voters"" can make the decision. Thank you

","Dorothy Schlee","dvschlee@msn.com"

"Docket C-6964","Dear members of the National Mediation Board--

It is my understanding that you are accepting comments on the proposed voting change for representation elections.

I strongly urge you to adopt the YES/NO vote as the standard for all elections. In my opinion this is the only fair and democratic way to conduct the election process.

In the past, a failure to cast a vote has been considered a NO vote rather than an abstention. This clearly gives an advantage to the NO vote proponents since the apathy of the person failing to vote is interpreted in favor of the NO proponents.

Please consider this issue carefully and decide in favor of a true democratic process.

Sincerely,

Dorothy A. Hagan

New Delta Flight Attendant

","dorothyhagan","dorothyhagan@bellsouth.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I have heard from several Delta co-workers that this rule has been in place for decades and so, should not be changed. I replied ...""so was slavery , did that make it right ? No it didn't ... and it took people who cared, and had a backbone to right the wrong. Let's give the vote to the "" People"" who are concerned enough to be heard !

Dory L. Baldwin

","Dory L. Baldwin","dare2dream1995@att.net"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own

electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Kathy Dotson
207 Avalon Lane
Oxford, MS 38655

","Dotsonkm@aol.com","Dotsonkm@aol.com"
"Docket Number C-6964","To the members of the National Mediation Board:

I speak in support of the proposed rule making change regarding the Yes/No ballot issue. I have been a flight attendant for Northwest Airlines for four decades and do not want my union representation jeopardized by the patently unfair voting system that has been used in past elections. Please give us a fair election with only those voting actually determining whether or not we retain our representation. Please vote "for" the proposed change. Thank you.

Dorothy Malinsky
Northwest Airlines, MSP Purser
dmmalinsky@cs.com
","dotty ","dmalinsky@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This rule change makes the voting rules much more fair.

Doug Leerssen

","Doug Leerssen","dleerssen@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Doug Stanley

","Doug Stanley","doug_stanley@bellsouth.net"
"Proposed NMB Rule Change for Union Representation Elections","23 Nov 09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our

choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Connie Douglas, empl #348661

Delta Airlines, GSP

","Douglas, Connie M","Connie.M.Douglas@delta.com"
"voting changes","My name is Douglas Hillmer Northwest/Delta. I support the NMB and the changes they want to make for the voting process. Every election in this country is done with a majority vote winning the election. Please give the working men and women of this country a fair chance and change this 1934 law.
","douglasshillmer@sbcglobal.net","douglasshillmer@sbcglobal.net"
"Proposed rules change.","I have been in the airline industry for 31 years. During my tenure I have taken three 10-12% pay cuts to keep my airline flying. I have also suffered along with my family a bankruptcy that changed much more than the rules. As you know our contracts never expire. We work different hours. We have days off that do not coincide with the rest of business. We scramble to make Dr. appts. etc. And we do our damndest to be with our families on Holidays. We need to see some positive change for the hard working people of all of the Airlines in the USA. I believe you would be hard pressed to find another work group in all of our great country that is as dedicated as we are. Please see your way clear to ""even"" the playing field for us. After all, the 75 year old law was put in place to 75 years ago to keep the country moving. It has since been exploited by Airlines to keep workers off balance and at a great disadvantage. Thank you for your consideration.

Regards,

Douglas R Brubaker

NW/DL

", "drb", "djbrubaker@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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driss harakat

", "driss harakat", "driss1963@msn.com"

"Docket # C-6964", "Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank you,

David Dudek

Cordova, Tennessee

", "DudekDP@aol.com", "DudekDP@aol.com"

"", "To: Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Washington , D.C 20005

From: Meribeth Dulick Delta Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Meribeth Dulick and I am a 29 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and

airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Meribeth Dulick

52 Ritch Ave W.

Greenwich, Ct 06830

","dul0820@aol.com","dul0820@aol.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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jfrqll <http://www.playlist.com/blog/entry/12644389379> generic lexapro
wvlswe generic lexapro <<http://www.playlist.com/blog/entry/12644389379>>
ridohb generic lexapro <<http://www.playlist.com/blog/entry/12644389379>>
chcycm imitrex>imitrex generic
<<http://www.playlist.com/blog/entry/12644389635>> zfslyc buy>buy levitra
<<http://www.playlist.com/blog/entry/12648811011>> rqbopy
[url]<http://www.archive.org/details/BuyLevitraOnlineNow>[/url] buy levitra

dupkww

","dupkww","margaretnbelcher@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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kbbqve <https://launchpad.net/~textorobipan1563> best price levitra jvkxqg
best price levitra <<https://launchpad.net/~textorobipan1563>> crnqjy best
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levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> nfcrrp
[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

dvthrp

","dvthrp","jpdpegboardfrench@gmail.com"
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Dwight Killion

","Dwight Killion","killion_dwight@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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???????????? ???? ???? <<http://ci2s.org/viagura.htm>> ?????
<<http://ci2s.org/viagura.htm>>

dyerfecrecoug

","dyerfecrecoug","seepsnums@gmail.com"
"Docket # C-6964","
November 16, 2009

Members of the NMB

Re: Docket # C-6964

We support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,
James B. Thompson
Donna Z. Thompson
","dzeet@aol.com","dzeet@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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E. Kay Brooks

","E. Kay Brooks","ekbrooks.wa@netzero.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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earl day

","earl day","earl.day@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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With 37 years administrative and sales experience at Trans World Airlines (TWA) I saw many of the employer abuses repeated over and over again. In spite of union representation at TWA subsidiaries World Marketing Service and Getaway vacations a disloyal, deceitful and duplicitous management did everything to undermine IAMAW efforts to gain and keep TWA a viable carrier. This change in the rules would certainly help maintain a more fair and balanced employee representation!

Earl Trout

","Earl Trout","ectrout3@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Earlene Federici

","Earlene Federici","grandmafed@att.net"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are

rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Bruce Earnest
P.O. Box 1151
Albany, GA 31745

","earn72@bellsouth.net","earn72@bellsouth.net"
"Rule Change","Dear NMB Representatives,

My name is Jacob Easter and I am a flight attendant for the new Delta Airlines. I am a pre-merger Northwest Airlines flight attendant and wish to participate in a FAIR election at the combined airline. It is a democratic right as a citizen of this country to vote- and both parties whether in support or against should have to submit a vote if an opinion is so strong. One side should not benefit from an unfair advantage as it is currently setup. I appreciate your consideration in making the right decision for elections to be held in a fair manner with a "yes" or "no" only being counted.

Thank you again,
Jacob Easter
Flight Attendant- Delta Airlines

","Easter, Jacob","jeaster@nwaafa.org"
"docketnbr C-6964","November 19, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

J. David Easton

","Easton, David","David.Easton@delta.com"
"Union Not Needed","Union not needed at delta airlines!!!!!!!!!!

Sabrina E. Eaton-Corbitt

Delta Airlines

","EatonCorbitt, Sabrina","Sabrina.EatonCorbitt@delta.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Eric Genrich
1089 Division St.
Green Bay, WI 54303

", "ecgenrich@yahoo.com", "ecgenrich@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is the only fair way to tally votes just as we do for president and all elected Officials ..Please do the RIGHT THING.....

Ed

", "Ed", "phathog2000@hotmail.com"
"Rules Change To The RLA", "Dear Ms. Dougherty, Mr. Hoglander, and Ms. Puchala I write this EMAIL in support of the NMB's proposed rule change for voting under the RLA. I urge you with every fiber of my being to allow this change if it is within your power and jurisdiction.

The current procedure for voting is both undemocratic and unfair, it creates an advantage for the employer. It would be criminal to assume that just because a person is either ignorant to the issues, lazy, or just plain to apathetic to cast a vote, that their vote is counted anyway. That type of voting practice is not allowed anywhere else in our society and it shouldn't be here either.

Fact, WITHOUT A MIDDLE CLASS DEMOCRACY FAILS, history and time have proven this. The aristocracy is back in our country as evidenced in the ever growing divide between corporate executives and the common laborer. The middle class is slowly but oh so surely being eliminated and it is about time that the government do 'SOMETHING' about it when it can. Well it can, the time is now and it is in your hands.

If we all desire to once again be successful as a country and I believe we all do, that 'SOMETHING' can for starters be you the NMB allowing the changes to the RLA you are now contemplating. Let the voting rules change to the RLA become reality. Please allow me and many other

overworked, over taxed, middle class Americans regain a foothold in our communities and workplaces. Thank You & Regards! ... (Ed)

Ed Coleman
ecoleman@utah.gov
(801) 538-6985 work
(801) 309-0455 cell

","Ed Coleman","ecoleman@utah.gov"
"Proposed NMB Rule Change For Union Representation Elections","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for myself as a retiree and airlines for 75 years and were written to ensure unions have the support of the majority of employees.

A small group voting in a union would equate to the tail wagging the dog. I have enjoyed a salary and benefits that were well above any union scale during my 29+ year tenure at Delta. Employees at other airlines had lower salary/benefits and still had to contribute to their union.

Thank you for your consideration.

Sincerely,

Ed Czubek

Grafton, Ohio 44044

(Delta Air Lines - Retired)

","Ed Czubek","edczubek@glwb.net"
"docket 6964","To whom it may concern :

I am writing to express my support for the new voting process at the NMB as that's the Democratic process. A fail to vote shouldn't be considered a "no" vote. Everyone should have to vote whether it is yes or no.

also I feel that my company is steering the flt attd group as they don't feel that its in the best judgement to change the voting process. I do agree with the company that if the voting process is changed to elect a union, then it should be changed to get rid of a union as well.

sincerely

Tim Augustyn
delta flt attd

LAX

","Eddevyl@aol.com","Eddevyl@aol.com"

"Changing the rules","Please help the downtrodden airline workers of America and change the voting rules for union elections. The only FAIR way to vote is to count only the votes that are cast.

Thanks very much,

Aloha,

Marlene Lomas

former Northwest Airlines Customer Service Agent

now with Delta Airlines

","eddie","eddiesurfer@hawaii.rr.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Eden

","Eden","paradisewild3@hotmail.com"

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please do whats right and fair

edward gawronski IAM member

","edward gawronski IAM member","edandking@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Fair is fair.....

Edward J Bradley IAM LL 831 (Retired)

","Edward J Bradley IAM LL 831 (Retired)","bradleydd@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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All we are asking for is a chance, no more threats by employers, no more harassment just a little respect by our employers and the Government

Edward J Loftus

","Edward J Loftus","maddogwri@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Edward Manhart

","Edward Manhart","emanhart@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Just make it fair for the middle class workers. The middle class or workers of America need a break and deserve a fair vote.

Edward N. Delaporte Jr.

", "Edward N. Delaporte Jr.", "edelaporte@iamaw.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Edward. Bradley

", "Edward. Bradley", "bradleydd@sbcglobal.net"
"(Docket No. C-6964) ", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Edward Scott Bahmer
Purser/Flight Attendant
Northwest Airlines, Inc.
Employee Number 205965
", "EdwardBahmer@aol.com", "EdwardBahmer@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

we need this change to happen. We the delta airlines employees want a democratic election that we can trust. Not an election that delta executive are going to tell us to ""rip it"" or anything to that effect. NMB you have the power now make it happen. thx in advance edwin feliu president local lodge 2763 representing the pre-merger nwa employees

Edwin Feliu

","Edwin Feliu","edwin.feliu@hotmail.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Edward Sturcken
706 Rye Hill Rd
Evans, GA 30809

","efsturcken@knology.net","efsturcken@knology.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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ehbdpd

","ehbdpd","upturnbrittjv@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Eileen E Sadowski

", "Eileen E Sadowski", "eesadowski@hawaii.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Eileen Sullivan Alber

", "Eileen Sullivan Alber", "msibt@aol.com"
"Docket# C6964", "Please support the proposed rule change for air and rail workers!"

Thank you!

", "eisenhuth@comcast.net", "eisenhuth@comcast.net"
"Re: Docket 6964", "I am absolutely IN FAVOR OF the proposed VOTING
PROCEDURE CHANGE Docket 6964
Thank you for attending to this long overdue matter.

EJ Stapleton
11406 Pyreneese Drive
Austin, TX 78759

<http://www.ejstapleton.com>
", "ej@ejstapleton.com", "ej@ejstapleton.com"
"docket number C-6964 (change the rule)", "

Hello, my name is Elizabeth Cassidy, and I am a flight attendant with the new Delta airlines. My new employee # is 038519400. Please vote to allow us the right to be heard democratically like all the other elections held in America. I am in favor of the NMB voting rules change on docket C-6964. Let the majority off votes made make the decision. This is such an important change-please let us be heard. I f you would like to contact me with any questions I can be reached at ejcassidy@charter.net.

Thank You

Elizabeth Cassidy

", "ejcassidy@charter.net", "ejcassidy@charter.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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ekogyv

", "ekogyv", "petersnecumes1489@gmail.com"
"Proposed NMB Representation Rulemaking Docket # C 6964", "Dear NMB Members,

As a flight attendant for NW/Delta Airlines, I'm looking forward to the Board ensuring that we have a democratic electoral process in our next election. The process that is currently used is completely unfair and undemocratic. It's incredible to think that not voting is counted as a NO vote. This system makes it easy for the company to tell flight attendants NOT to vote and gives them an unfair advantage. Results from an election under this process don't accurately reflect the feelings of the majority of those voting. How can this be considered democratic?

Please amend the current NMB rules to give us a fair election.

Thank you.

Sincerely,

Elaine Ford
Northwest/Delta flight attendant

", "elaine", "elaineford@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Elaine Poland

","Elaine Poland","epoland@iamaw.org"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Please do away with this obsolete, unfair stipulation regarding election rules for airline and rail workers to obtain lawful union representation. This is not a privilege, just a fair-minded approach. Thank you, Elaine Powell

Elaine Powell

","Elaine Powell","epowell45@comcast.net"

"Proposed rule change of union vote in","To Whom it may concern, I am writing you to let known my disgust in the fact that you are actually considering the unions petition to change the way they are voted in. As a Delta Airlines Employee, this petition can have a direct impact on my career. I am not particularly for or against a union, but I Do Not like the thought of the few deciding for the many. If a union wants to represent the workers at Delta Air Lines, Inc. then let it be a majority rule. If my peers and companions decide to elect in a union then I'm fine with that, as long as the majority of the workers want it. Please decide

in the favor of the majority rule. It's worked for along time Thank you,
Russ Elek

", "Elek, Russ", "Russ.Elek@delta.com"
"AFA voting Delta Flight Attendants", "Please allow Delta Flight
Attendants to have a yes no vote for our up coming election.

Thank you,
Elizabeth Farmer Delta Flight Attendant

", "Elizabeth Farmer", "elizabeth.farmer@ymail.com"
"Docket C-6964", "I write to register my strong opposition to the change
that the National Mediation Board has presented in voting for union
representation.

While many feel it is undemocratic to count a non-vote as a no vote, they
are incorrect. Apathy is a strong indictment that folks are
uncomfortable with any change that a vote represents. Considering the
atmosphere that organized labor creates, the fear of reprisals can be a
strong motivator also to not take action. While companies are strongly
policed against any non-union activities, unionization proponents go
unpoliced in their activities. Harassment during unionization pushes are
legion and can mold behavior strongly. A non-vote is a clear message
that the union representation is not a choice that someone sees as a
positive change.

Consider any other crime against an individual. When someone has a
weapon to someone's head, because the victim says nothing is not approval
of the crime. Unions clearly are anti-individual. Unions wish to force
their decisions on individuals that do not wish their representation or
that did not elect their representation. While some states do recognize
that individuals do have the right to refuse representation, others do
not. A 'majority' forcing others into anything, including a union, is
not democracy. It is just a mob ruling. Clearly, those that vote no and
those that don't vote lose their representation as now a minority of
their fellows will dictate the terms of their labors. Those individuals
lose a portion of their rights in a free market as do new entrants into
that labor pool as the union creates new barriers to employment.

Therefore, a non-vote is a clear message and should continue to be
counted as a no vote. Those that stand in silence can speak as loudly
as those that shout.

George S. Ellis

", "Ellis, George", "George.Ellis@delta.com"
"Docket number C-6964", "Hello,
Please accept my vote in support of voting rights for airline
workers we just ask got the same voting rights as workers in other
industries.

I believe that everyone should vote and all votes should be counted.
A no vote is not a vote at all and should not be credited as such.

Thank you for your consideration of this matter.

Elmore Patrick
Northwest / Delta Airlines
SFO Airport
Patricks iPhone
", "Elmorept", "elmorep9@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

In no way could i have ever imagined that by not voting i was still voting. I do not want anyone making my decisions for me and would like the rule changed. I do not think it is fare that votes that have not been made by individuals are being counted for your sake. it is unfair to all the people that do vote.

elsa vitorino

", "elsa vitorino", "elsavitor@yahoo.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than

fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
eddie mcb`ride
p o box 334
savannah, GA 31402

","emcbride@ila1414.com", "emcbride@ila1414.com"
"Proposed NMB Rule Change", "Dec. 10, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions

call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Emma Carter-Williams
ecwilliams23@excite.com

Click for online loan, fast & no lender fee, approval today
<http://tagline.excite.com/c?cp=_gWT3fb0-Y9M2hvyPJTDBgAAKZSE19r_1Dbmb6HMNWP8HwKOAAYAAAAAAAAAAAAAAAAADNAAAAAAAAAAAAAAAAAQZAAAAAA=>
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", "Emma Lee Carter-Williams", "ecwilliams23@excite.com"
"WOW!", "I am an African American liberal Barack Obama supporter, but I am opposed to this rule change and the way its being done. It is clear that this is a assault on Delta Airlines and it is unbelievable that a rule this important can be changed by two former northwest union empolyees. This reaks of corruption.

Thank You, Erick Moton
", "emoton3@gatech.edu", "emoton3@gatech.edu"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Buy elavil. <<http://buy-elavil.bravehost.com>> Low price... <http://buy-elavil.bravehost.com>

Enhadlona

", "Enhadlona", "lomclourimopy@mail.ru"
"Proposed NMB Representation Rulemaking", "Dear NMB,

I am writing to you today to urge you not to adopt the proposed change in voting rules that are currently being considered by the board. The current voting rules have been applied and used consistently for over 75 years and in particular to the airline industry the rules have been applied in several elections this current year. I am appalled that on the verge of the largest election ever for the NMB in consideration of the Delta Air Lines/Northwest Airlines merger that the board is considering making this change when elections have already been carried out at other airlines this year using the current rules. A union has always been for a voice of inclusion into the representation process therefore the current rules of voting yes echo the wishes of the people wishing to be covered under collective bargaining. As an employee of Delta Air Lines our company has gone through great strides to protect our people and as we just surpassed the one year anniversary of our merger we have shown significant benefits to consumers, communities, employees and all stakeholders that this is a successful merger. The proposed change in the rules and steps being taken by the AFA-CWA union are creating significant delays for our company to see the full success of our merger.

I urge the NMB NOT to change the proposed voting rules for representation and to continue with the current voting procedures that have been in place for over 75 years. Furthermore I urge the NMB to encourage the AFA-CWA to proceed with the representation election at Delta Air Lines so

that labor issues at Delta can be settled and employees can move forward as our company becomes one great airline.

Sincerely,
Eric Schoenbaum

1607 S West Temple

Salt Lake City, UT 84115

801-485-8889

utaheric@msn.com

", "Eric", "utaheric@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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eric besvold

", "eric besvold", "eric.besvold@delta.com"
"AFA BIAS", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections. I'm also not thrilled that one of your members is a former AFA President - a little biased maybe with your ability to make a ruling?

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way. If a union is wanted within a workgroup then there should be no problem with the current rules. It only seems like people want to change the rules in order to make it easier for unions, and that is very troubling.

Sincerely,

Eric Cockhill

,"Eric Cockhill","hitchcockhill@mac.com"

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Docket Number C-6964

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Only the people that care enough to vote should be able to decide our fate.

Eric Fritschel

","Eric Fritschel","efritschel@msn.com"

"Changing of the voting process for Delta Air Lines Flight Attendant","Dear Sir,

My name is David Hereford 1933 Mercer Ave. College Park, GA 30337 and as a Flight Attendant for the past 14 years at Delta Air Lines I ask of you not to change the voting process. The same voting process has been in place for decade's. Now that the AFA thinks they can not win the election they want to change the rules.

Just last month USA 3000 had a vote and the process was not changed for there Flight Attendant's. So I ask why change the voting process for Delta Air Lines?

I ask you once again, please do rule to change the voting process for the AFA so that I can work for a union free company.

Thanks,

David R. Hereford II

","Eric Schoenbaum","eric_schoenbaum@msn.com"

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Eric Waller

", "Eric Waller", "yamahauler95@yahoo.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Eric Robson
643 E Johnson St
Apt 2
Madison, WI 53703

", "eric.robson@hotmail.com", "eric.robson@hotmail.com"
"Fwd: Re: Delta FAs Offer Earlier Election", "Why am I getting this in my email at home? I don't want Delta sending me this

Date: Wed, 11 Nov 2009 19:22:54 -0800
> From: <erielmj33@cox.net>
> To: notice-reply-gb37nx74y7d768x7@unionvoice.org
> Subject: Re: Delta FAs Offer Earlier Election
> Cc: World Class Delta Flight Attendants <communications@deltaafa.org>
>
> No way!
>
>
> ---- World Class Delta Flight Attendants <communications@deltaafa.org>
wrote:
> > Dear LARRY L,
> >
> > In response to Delta executives' repeated statement that our
> > request for fair election rules is ""stalling"" or in some way
> > 'holding up' the merger of Delta Air Lines and Northwest
> > Airlines, we have sent the attached letter, extending an

> > opportunity for a election to take place immediately.
> >
> > If the comments made by Richard Anderson and Joanne Smith are
> > truly motivated by a concern for the merger, we anticipate they
> > will accept our offer and we can move forward without delay. On
> > the other hand, if their expressed concerns for our merger
> > timeline are merely a pretext for their opposition to us having
> > a fair and truly democratic election, that motive should be
> > illustrated by their response.
> >
> > The current NMB rules are undemocratic and unfair, and even the
> > Board has acknowledged this in its call for new rulemaking. For
> > more information, please see our new video on our YouTube
> > channel, <http://www.youtube.com/watch?v=3Gmqy7LEwbQ> .
> >
> > This is the opportunity we've been waiting for - a democratic
> > vote. We urge everyone to get involved, to make our voices
> > heard. Delta AFA is all of us, and we must trust each other to
> > improve our careers. You'll be hearing more as the vote nears.
> > Please check your email and speak up!
> >
> > -Delta AFA Campaign Coordinating Committee (C3)
> >
> > Marianne Bicksler, Delta Air Lines
> > John Jablonski, Delta Air Lines
> > Paul Tanner, Delta Air Lines
> > Angela Winningham, Delta Air Lines
> > Rebecca Collier, Northwest Airlines
> > Sherry Eubanks, Northwest Airlines
> > Susan Squiers, Northwest Airlines
> > Rich Stone, Northwest Airlines
> > -----
> >
> > Visit the web address below to tell your friends about this.
> >
> > http://www.unionvoice.org/join-forward.html?domain=delta_nw&r=f7IdU4Yqbk_q
> >
> > If you received this message from a friend, you can sign up for
> > Delta-Northwest Flight Attendants E-News at:
> >
> > http://www.unionvoice.org/delta_nw/join.html?r=f7IdU4Yqbk_qE
> >
> > -----
> >
> > This message was sent to erielmj33@cox.net. To modify your email
> > communication preferences or update your personal profile, visit
> > your subscription management page at:
> >
> > http://www.unionvoice.org/delta_nw/smp.tcl?nkey=gb37nx74y7d768x7&
> >
> > To stop ALL email from Delta-Northwest Flight Attendants E-News,
> > reply via email with ""remove or unsubscribe"" in the subject
> > line, or use the following link:

> >
> > http://www.unionvoice.org/delta_nw/remove-domain-direct.tcl?ctx=center&nkey=gb37nx74y7d768x7&
> >
> > *****
> > Click on the link below for more information
> > from your union, online activism and benefits.
> > <http://www.unionvoice.org/>
> > *****
", "erielmj33@cox.net", "erielmj33@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Erik Norris

", "Erik Norris", "erikleel218@sbcglobal.net"
"In Support Of Rule Change", "To Whom It May Concern,

I am in support of the rule change to discontinue the practice of counting non-votes as 'no' votes. Let yes be yes and no be no and make no presumption as to the unknown. It is only fair.

Sincerely and with best wishes,

Dave Ninehouser

145 Henderson Street

Pittsburgh, Pa. 15212

","Erin Gill","egill@aclupgh.org"
"Docket 3- C-6964","Date: __November 23, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

A. Erin Keen-Hansil

Delta F/A

Windows 7: It works the way you want. Learn more.
<http://www.microsoft.com/Windows/windows-7/default.aspx?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_evergreen:112009v2>
", "Erin Keen-Hansil", "deltafa01@hotmail.com"

"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Erin McKee
1106 short river Ct.
Mt Pleasant, SC 29464

", "erinm776@gmail.com", "erinm776@gmail.com"
"Support Of The Voting Change", "

I am a NorthwestAirlines Flight Attendant. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Ernie Tina
Northwest Airlines F/A Los Angeles Base
4 st. Elizabeth
Laguna Niguel, Ca. 92677
", "Ernesto L Tina", "ernietina@sbcglobal.net"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Ernest Pursley

34 Wildflower Dr.
Ringgold, GA 30736

", "eugenep@charter.net", "eugenep@charter.net"
"Docket Number C-6964", "

My name is Eunice DePinto and I am a Delta Airlines flight attendant. I'm writing in favor of the proposed change to the representation voting rule. I support a Yes/No ballot. I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. Thank you.

", "Eunnivac@aol.com", "Eunnivac@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Eva Duncan

", "Eva Duncan", "msevaduncan50@aol.com"
""Change In Voting Procedures By NMB.""", "To Whom It May Concern: My name is Edward R. Williams and I have been a Flight Attendant for Delta Air Lines for 22 years. Under the previous voting procedures where a ""non vote"" was counted as a ""no vote,"" the flight attendant group at Delta was subjected to a voter suppression drive by Delta Management. In 2001, Delta management implored employees to ""Give It A Rip,"" to destroy their ballots and ballot instructions. Pamphlets were sent to our homes, signs were placed throughout the employee work areas, anti union videos played throughout the work areas, and supervisors visited flight briefing rooms conveying the mantra ""Give It A Rip."" In 2008, in our second attempt at representation, Delta continued its voter suppression drive by adding to its previous campaign ""Give It A Rip; Don't Click, Don't Call."" Flight attendants for the 2008 election were now able to vote via computer or phone so the company added the additional verbiage to suppress the vote. Moreover, anti union DVD's were sent to each flight attendant home and activists were prevented from canvassing in the employee lounge. I believe that the only way to ensure a fair, democratic vote is to level the playing field with a democratic ""up or down"" vote.

This will ensure that Delta Management will not interfere with the right of employees to resolve representational issues. This vote is amongst the flight attendant group; not management. It is my hope that the National Mediation Board will uphold its decision for a more democratic voting method--the ""yes or no ballot""--and protect the rights of Delta Air Lines Flight Attendants to have a fair representational election. Sincerely, Edward R. Williams Flight Attendant emply.#911934
", "EWilli4983@aol.com", "EWilli4983@aol.com"
"DOCUMENT NUMBER C-6964", "I am in favor for the vote change to the Yes/no vote. This is the only fair way to vote. Please help us to change this so we will be able to have a fair election.

Thank you,

Casey Jones
NWA F/A LAX
", "FA747DL@aol.com", "FA747DL@aol.com"
"Proposed NMB Rule Change For Union Representation Elections(Docket No. C-6964)", "November 19, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

James Falcione

","Falcione, James","390088@delta.com"
"Docket Number C-6964","November 22, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Monica D. Burke
Delta FA - LAX Based
", "famdburke@aol.com", "famdburke@aol.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Alan Kindree
2645 Pilgrim Mill Circle
Cumming, GA 30041

", "fast@wavetheusaflag.com", "fast@wavetheusaflag.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The old way is WRONG and I don't know why it's been left to go on for this long. Anywhere in america, when there is something that is need to be dicided by a vote, the only vote that counts are the one's bieng submitted. How can a process decide, If I dont vote, its a no vote. How do you know I wanted to vote no If I never voted. Its un-AMERICAN and Its WRONG.

Fatongia Siale

", "Fatongia Siale", "siale@tx.rr.com"
"Docket Number C-6964", "I support a fair election process..
We need your help..
Thank you...

", "Fausto Garrido", "fausto_garrido@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Fay Selsing

", "Fay Selsing", "fayselsing@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Fernando Fernandez

", "Fernando Fernandez", "ffernandez@crye-leike.com"
"Re: docket number C-6964", "
To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in full support of the NMB's proposed rule change in how Representational Elections are held under the Railway Labor Act to a more democratic YES/NO voting process.

Currently, only those employees who fall under the Railway Labor Act are subject to elections where all votes start off as ""no"" votes, where those who choose to sit out an election and not vote are counted as ""no"" votes. This is not only undemocratic, but it gives companies an unfair advantage with which to fight the unionization effort. In past elections, this has worked to the detriment of the workers' efforts to organize.

Please change this voting rule as soon as possible and allow those governed by the Railway Labor Act to finally have fair and democratic union representation elections.

Thank you,

Fernando Massaro

", "Fernando Massaro", "fernando@wildhack.com"
"NMB Rule Change", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Brenda L. Fischer

","Fischer, Brenda L","brenda.fischer@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Florence Vincelia Ward

","Florence Vincelia Ward","vinceliaw@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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floyd hiar

","floyd hiar","hither@mm.com"

"nmb rule changing","to whom it may concern..

I am a delta flight and I fully support the nmb proposal to change the voting procedure to a more fair yes and no ballot.. with this new voting change everyone can voice there opinion in a democratic way.. thank you for your time and consideration.. John matthew Brown new york
","Flydude74@aol.com","Flydude74@aol.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modem era. With today's multiple means of electronic and telephonic communications, and the NMB's own

electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Patrick Alvord
3402 Stoneleigh Run Drive
Buford, GA 30519

","flyguy32464@bellsouth.net","flyguy32464@bellsouth.net"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,

Georgea Kline
11805 Snapdragon Rd.
Tampa, FL 33635

", "flyinbstr@gmail.com", "flyinbstr@gmail.com"
"re: C-6964", "I am in strong favor of the proposed rule change to the
National
Mediation Board's policy of requiring a "super majority" threshold to
elect a union. Counting non-existing ballots as "no" votes is not
democratic or fair. Please change this policy. Respectfully, Edith Forch
", "Forch Edith", "beforch@msn.com"
"", "Sunday, November 22, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Could you please respond to the following questions:

1. How do I know the NMB and the unions (IAM) aren't working together
2. Why does everything seem to go in favor of the union
3. I am not pro union and I am especially Against IAM why haven't I been able to give my opinion of the whole ridiculous situation?
4. How can I make sure I get to have my say?
5. What government agency can I contact if I think the NMB is not acting in the best interests of the employees, but instead acting for the union?

Tammy Ford

5115 Chandler St.

North Little Rock, AR 7218

home phone 501-758-3028

","Ford, Tammy L","Tammy.L.Ford@delta.com"
"NMB RULE CHANGE DOCKET NUMBER C-6964","Dear Chairman Dougherty and
Members Hoglander and Puchala,

Thank you for the opportunity to share my comments in support of the proposed NMB rule change for union representation elections in the airline industry (Docket Number C-6964).

I am a Northwest Airlines flight attendant and have been since 1985. I am also the Chairperson of our MEC Communications Committee at The Association of Flight Attendants-CWA for Northwest Airlines. Over the course of my career I have seen many changes in our industry and my profession. I believe that my profession has advanced largely due to collective bargaining and union representation. Frankly, I cannot

imagine an airline career without it. I am now facing another huge change with the Delta merger. I am confident that I will be able to embrace this change just as I have all the other many changes ... as long as I have the opportunity to raise my voice in support of continued union representation. I believe the rule change would not only allow airline workers to raise our voices, but that the election outcome could be dramatically affected by the proposed rule change. It would guarantee a fair voting process which would truly reveal the will of the people that choose to vote.

I am very excited to be a flight attendant at the new Delta and also very proud to be a member of The Association of Flight Attendants-CWA. I recognize the value of representation and look forward to exercising my right and privilege to vote in the upcoming election. I hope we will be allowed a fair, democratic election and I am grateful for your proposal to amend the rules to make voting more democratic.

Thank you,
Rene Foss

Rene Foss
MEC Communications Chair
Northwest Airlines
Association of Flight Attendants-CWA
(952) 715-8163 mobile
(917) 837-9888 personal cell

","Foss, Renee","rfoss@nwaafa.org"
"Voter Rights For Air & Rail Workers ","

To The National Mediation Board,

Voter rights for air and railway workers are vital to working men and women supporting their families. The type of occupation, or sector they work in should have no bearing on their ability to a fair election process for bargaining rights.

Some facts;

The proposed rule change would grant air and rail employees the same voting rights enjoyed by workers in other industries and would end a discriminatory practice which treats non-voters as if they had voted ""no.""

The current rules also require an absolute majority of eligible voters in a bargaining unit to cast ballots in favor of representation before a union can be certified. If similar rules were applied to U.S. political elections, many states would have no elected representatives. I strongly urge you to support the voting rights of air and railway workers. The

time has come to provide full and fair voting rights for tens of thousands of air and rail employees who have been unfairly denied their full rights as citizens and workers.

Sincerely,

Steve Fowee, Project Coordinator/Instructor

IAM C.R.E.S.T. / S&H Department

9000 Machinists Place

Upper Marlboro, Md. 20772-2687

Office # 301-967-4704

E-Mail sfowee@iamaw.org

Notice: This message is intended for the addressee only and may contain privileged and/or confidential information. Use or dissemination by anyone other than the intended recipient is prohibited.

","Fowee Steve","sfowee@iamaw.org"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Fran Hyde

", "Fran Hyde", "lighthousetroy1@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It seems absurd to me to call a non-vote a no-vote. I doubt any elections anywhere do this. It appears to be only a manipulation to slant the vote against unions.

Frances Gilmore

", "Frances Gilmore", "frangil66@gmail.com"
"Docket # C-6964", "The Honorable Elizabeth Dougherty, Chairman
The Honorable Harry Hoglander, Member
The Honorable Linda Puchala, Member
Docket Number C-6964

I am writing in support of the transportation workers and asking you to please change the voting process through the National Mediation Board. Make elections equal, fair and democratic. Change the current rules under the Railway Labor Act governing the way workers elect to join. These workers need to be represented in this important task.
Thank you.

Kaye Kraft
Minnesota

", "FRANCIS V KRAFT", "k40kraft@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Francisco Delgado

","Francisco Delgado","franciscodrui@hotmail.com"
"Union voting rule change","I'm 62 years old, have employed by Continental Airlines for fifteen plus years. In the past I've been employed in the mens retail clothing industry in sales for twenty eight years and was a member of the AFL-CIO Retail Clerks Union twenty seven of them. For seven years I served as a Vice President on our local board 1049 and three of them on the Executive Board as Secretery Treasurer. I sat in on contract negotiations, mediation boards and attended many meetings in regards to rules and regulations governing union and employer affairs. I'm saying this to give you some past background with my experience with unionized labor and my present non-union represented employment with Continental Airlines.

Due to our Republican president in the 80's, who was against organized labor, un-lawfully approved our government to open it's doors to an ""Open Market"" policy with foreign countries and letting our US industries do what ever they wanted to make profits, without regards to union labor contracts. This gave clothing mnaufactures a free pass to ignore their US labor force, and profit more from cheap labor aboard. Our labor force was being demolished by greedy uncaring clothing manufacturers in the garment industry closing down one union shop after another with our governments blessings with no respect to organized union contracts. This ""bad"" policy ""trickled"" down to all parts of the clothing industry where even the big name retail chain stores got hurt, stores who sold quality USA Made garments were now getting inferior quality imported garments paying top dollar wholesale prices to sell retail to their loyal customers. It didn't take long and before those customers stop buying at their stores and soon enough they started to close down the stores forcing more labor out into the streets after years of secured employment. By out-sourcing the work that our US citizens where doing, forced thousands of US workers to bounce from one non-union non-American owned slave shop to another to make a living or give up all the hard work they put into their careers and start all over again from scratch in a totally new industry hoping that it won't be the same working conditions like where they came from.

I was one who was forced with a crossroad decision in my life, to stay with an industry that is out-sourcing 90% of it's work to foreign countries and importing 90% of the clothing being sold in the US with no hope for steady employment or to bite the bullet and start from scratch money wise and hope with hard work there is a future until retirement? Witnessing the downfall of one of America's backbone industries, with the support of my wife, I decided to bring my experince in sales and customer service to a related industry dealing with customer service and pursue a career in the airline business and greatfully Continental Airlines hired me. Not only for my background in sales and ironically for my experience

in the clothing business to run their uniform department as the Uniform Coordinator for their 1400 uniformed employees. I was, and still am, very greatfull for what Continental Airlines done for me and my family for past 15 years and the support they gave me in many personal health issues that arrived over these years. In all honestly, Continental Airlines treats their employees nothing like the garment industry did. When I came aboard in 1994 I still had the clothing industry and labor union mentality and was expecting the same from the airline industry also, but after a couple of years I said Continental employees didn't need a union here because they treated their employees with ""dignity and respect"" and paid them fairly with seniority rankings. Rarely having had no issues that our ""in house union"", the EIT, which I was part of for 9 years, couldn't work out like a union could have done with management.

This was my position with Continental for 11 of my 15 years employed by Continental. Then 911 hit our industry hard, this was a trying period for labor and management alike. Lay offs and cuts had to be done across the board, where union and non-union employees had to absorb, so we were told at the time. But, with all this happening, our leader Gordon Bethune leaves the helm of Continental Airlines with \$40 million of our cut money and to boot, our new leaders now tell us that they have to cut more costs and the non-union division hourly wages are going to be cut \$2.50 an hour, cut holiday pay, sick day hours and much more without us doing anything about it, we couldn't, we didn't have union representation that our pilots and inflight and mechanics had to negotiate and fight for them to where they gave back peanuts compared to our cuts without union representation.

This brought back the old memories of the bastards in the garment industry and immediatly my instinct was to organize our troops to unionize, this was my war cry to them. There are many in my work area who have the same cry and want a union to represent us, but we also have many 3d world workers who are affraid they'll be fired and their family be deported. A lot of their fears is becuase of the way we voted for a union over the past 5 years. Phone calls, secret numbers letters to and from Washington DC scares the crap out of immagrants workers and all because the way we vote for a union. THE WAY WE VOTE FOR A UNION HAS TO BE CHANGED. besides the abstaining vote counts, voting should be localized to the surrounding area where we work and a YES or NO vote on a four sheet identification ballot slip, after proper ID it's filled out, the 1st. sheet dropped into a box, 2d.sheet given to union people and the 3d. given to management and the 4th. for the voter is given, this keeps everything on the up and up when the final vote is counted, the sheets should all match and agree. This old way might seem archaic but it worked in the past with and there's no reason it shouldn't work now and end the fears with many employees.

In closing, my interest are simple, to unionize our division of Continental Airline only to be fair with us as they are to the pilots, inflight and the mechanics they employ also and to stop using our division for as their ""tips and clips"" division when they want to cut costs or to use our cuts to fund the new contacts that the pilots and inflight and mechanics negotiated through their union representation.

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

too many years have gone with this archaic voting system and too many fellow union workers have suffered the consequences,.....i hope that with your help we can rectify and set right this injustice

frank lin

","frank lin","franma86@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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honorable national mediation board,please consider changing the voting rules for union elections.present rules create an unfair advantage for companies to stop employees from unionizing.i would like the same rules that apply to almost every other election in this country to apply to organizing.a simple majority of votes cast will determine the winner.thank you for tour consideration in this matter.frank martinez

frank martinez

","frank martinez","dezerthigh@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Frank P. Bussey

","Frank P. Bussey","bussey1781@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Frank P. Bussey`

","Frank P. Bussey`","bussey1781@yahoo.com"
"Rules Change","NMB,

One person, one vote, majority rules. This is only fair and democratic way to vote for anything in our country. If workers want to certify a union, let them vote for or against it. Encourage voting. How can we possibly say a failure to vote must be a NO VOTE. This is undemocratic. Thank you for the rules change. Please hold to your decision and support a more fair and democratic process.

Sincerely,

Frank P. Slitti

","frank slitti","frank.slitti@yahoo.com"

"Transport Workers Representation Voting", "Sirs,

I would like to go on the record in favor of a change promoted by AFL-CIO representatives regarding selection of union representation.

It is unfair to count non-votes in any manner. Though there seems to be an apathy about voting in any kind of election, only those willing to take part should have a say in the outcome. We don't count non-voters in any political contests or in any other union contests. Therefore reason demands that we extend the same rights to representation elections. Vote, if eligible, or live with the results of those who did take the time and effort to vote.

Sincerely,

Frank Wormwood.

", "Frank Wormwood", "trollerfla@earthlink.net"

"Docket No. C-6964", "Reference Docket No. C?6964. As a member of ALPA I strongly support the proposed change to voting for union representation.

A. F. Wilcoxson

ALPA # 0487710

", "Fred Wilcoxson", "afwilcoxson@msn.com"

"voting rule change Docket Number C-6964 ", "Dear Sir,

I am and IAM member, and I was surprised to learn that non-voters can determine whether a airlines and railworkers will be unionized. HOW UNFAIR IS THAT IN A DEMOCRATIC NATION?!!! This makes no sense at all! Let your conscience be your guide, if you have one, and make the rule change on 1/4/2010.

Freda Ebba

", "Freda", "just4kids1@comcast.net"

"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,

Robyn Ferraro

","frrrrrobyn@yahoo.com","frrrrrobyn@yahoo.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

Subject: Docket Number C-6964

Ms. Elizabeth Dougherty Mr. Harry Hoglander Ms. Linda Puchala

Dear Ms. Dougherty, Mr. Hoglander and Ms. Puchala,

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Sincerely,

Dave Evans

Sincerely,
Dave Evans
911 Laurie Dr.
Madison, WI 53711

","fuelev@merr.com","fuelev@merr.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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spahpc <https://launchpad.net/~cialisforsale> cialis for sale kaydjo cialis
for sale <<https://launchpad.net/~cialisforsale>> zbbhzt cialis for sale
<<https://launchpad.net/~cialisforsale>> khhhdm mail>mail order cialis
<<https://launchpad.net/~tadlockcikuiqe1661>> aukgrv
[url]<https://launchpad.net/~tadlockcikuiqe1661>[/url] mail order cialis

fxhutl

","fxhutl","tadlockcikuiqe1661@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

please help the working man.you must change these rules!thanks for your
help!

g picl

","g picl","euclid1998@excite.com"
"Support for Change: Docket Number C-6964","National Mediation Board
1301 K Street
Suite 250 East
Washington, D.C. 20005-7011

Re. Docket No. C-6964

To: The National Mediation Board:

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Sincerely,

George M Connelly

13758 Vernon Circle

Savage, MN 55378

Email: gconnell@isd/net

", "G&B Connelly", "gconnell@isd.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Gabe Budzyn

", "Gabe Budzyn", "puckyouref@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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Gail Ellis

","Gail Ellis","scobraent@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thank you for thinking the American work force.

Gail Glasson-Abayon

","Gail Glasson-Abayon","ggabayon@comcast.net"
"Voting Rules","To the National Mediation Board:

I'm writing to express concern regarding the recent action taken by the NMB to change the Railway Labor Act and its voting rules for Union representation. I'm extremely concerned that this action will penalize the true working class and will place forced-will on the current workers under non-union rule.

As stated in the NMB mission and key functions statements, the NMB's integrated processes specifically are designed to promote three statutory goals:

1. The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
2. The effectuation of employee rights of self-organization where a representation dispute exists; and
3. The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

The rules have been in place for decades and are only under consideration for change due to the attempts by AFA to unionize the Flight Attendant group at Delta Air Lines.

I am a 28 year employee and have vigorously defended my right against the union for two votes already. In light of the previous vote outcome, my personal beliefs, and the union tactics at other airlines, I am asking all of my State Representatives and Senators to take a hard look at the improper business practices of AFA, as well as the unscrupulous behavior of two members of the NMB during the absence of the third.

Additionally, it is my belief that only the Senate can make changes to Railway Labor Act rules and I find this delay tactic by the IAM and AFA a horrific use of current member dues and a woeful act against my company and our ability to thrive in this unforgiving economy.

Thank you for your consideration in this matter.

Respectfully,

Gail Overstreet

","Gail Overstreet","gail.overstreet@gmail.com"
"Docket # C-6964","Dear Sirs:

I am a Delta flight Attendant. I will be voting in the upcoming election regarding Delta airlines having a union.

I urge you to change the present process of not voting counts as a yes vote.

Something that was created in the 1900's needs to be amended to present day standards of 2009. A premier Global Airline "Delta", employees should have a fair voting process in union representation.

Please make voting yes or no be the only standard, please abolish the fact of not voting creates a yes vote. Please let this be the standard in the years to come for our Global World of the early 2000's not the 1900's.

Thank you

Gail Rogan Cook

Delta Airlines Flight attendant

30 years seniority

","Gail Rogan Cook","wyatt_cook@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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GALILEO I GONZAGA JR

","GALILEO I GONZAGA JR","leegonzaga@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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garnett pannell

","garnett pannell","garnett.pannell@nwa.com"
"nmb rule change","[DATE]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Garrett, Dennis", "Dennis.Garrett@delta.com"

"Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)", "Dear NMB member: I am a Delta Airlines employee writing to express my strong

support for the proposed rule change for union representation elections. This

change is long overdue. There is no reason why elections for airline and railroad employees should be conducted any differently than those for employees at other industries. I thank you for your courageous effort to bring fairness to a process that has long been rigged in favor of management

If this rule becomes law we will at last have a representation election where the people of Delta will be able determine the type representation that works for them. Thank you. Gary T Fisher.

", "Gary & Judi Fisher", "jagfisher@charter.net"

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Thank you

Gary C Norton

", "Gary C Norton", "gtnorton@gmail.com"

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Gary Commer

","Gary Commer","garyc773@earthlink.net"
"Objection to NMB Rule Change","Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Gary Curry

MSY

", "Gary Curry", "gcurry52@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Gary Guistiani

","Gary Guistiani","gsg333@aol.com"
"Docket C-6964","November 23, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the Transportation Trades Department stated in their petition for this change, "The current

voting procedures are fundamentally unfair and encourage and reward employer-run voter-

suppression campaigns. Nowhere in American democracy, other than during a union election

in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or

her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence,

or inaction, obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter-suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections. My sincerest thanks to the majority of the Board—and

specifically Members Hoaglander and Puchala for acknowledging the need for this long-overdue change.

You are champions for those desiring true democracy.

Respectfully,

Gary Patrick Helton

Purser, Delta Air Lines

3812 E. Casselle Avenue

Orange, CA 92869

","Gary Helton","gary.helton@sbcglobal.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

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The main issue here is fairness. The NMB's rules should be the same as the election rules normally in use in our great democracy.

Gary P. Smith

","Gary P. Smith","smithnymn@hotmail.com"

"Proposed Rule Change","This instrument will register my strongest support for the proposed NMB rule change that a non-vote not be counted as a NO vote. The archaic method in place for the last 70 years is the antithesis of democracy as practiced in this country since its inception. I applaud the Board for finally having the courage of its convictions and taking a stand for what is right and fair in the country. The re-birth of the labor movement will only inspire good, and at this juncture in history, we need that more than anything.

Gary G. Mobley

(612) 432-6067

VP South/MEM

Organizer

Air Transport District 143

IAMAW

iamllogowings3 small

", "garymobley", "garymobley@iamdl143.org"
"Docket# C-6964", "Yes, I support the amendment to the change in voting! I agree that is time for a change. A yes or no vote is the way to go. People need to exercise their voice one way or the other. If they prefer not to vote that is their prerogative but it should be counted as abstaining not as a "no" vote. Voting is a privilege and a democratic process not to be taken lightly.
", "garysusanharper@aol.com", "garysusanharper@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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If you vote you have a right to determine the outcome of the election. By not voting should not constitute a no vote but a no care vote. Are country was founded by being able to vote for what you believe in. It should be this way in all elections that are conducted in this country.

Gayla Hiar

", "Gayla Hiar", "gaylanwa@yahoo.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Gayla Hiar
5485 West 135th Street
Savage, MN 55378

","gaylanwa@yahoo.com","gaylanwa@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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zcnjncs <https://launchpad.net/~craseeicilil1975> generic cialis overnight
fynoly generic cialis overnight <<https://launchpad.net/~craseeicilil1975>>
mbrvfvf generic cialis overnight <<https://launchpad.net/~craseeicilil1975>>
szlkxl buy>buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> jlhpbu
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in
usa

gdwctu

", "gdwctu", "freireobiliko1352@gmail.com"
"nmb voting is finally fair", "Hello,

Finally this new ruling is fair. Whoever casts votes gets the desired results for the majority. We all have a chance to vote for the union or not with accurate results. Thank you and please keep the voting this way.

Sincerely,
G. H.

", "geishagam@yahoo.com", "geishagam@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Gene N. Cochran

", "Gene N. Cochran", "shaunacochran@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:

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I am retired from northwest airlines, for over 10 years, i am very lucky to be drawing a pension thanks to the iam.I strongly support the NMB's proposed change tp NMB Election Rules, without those rules, their will be NO fair Election with DELTA AIRLINES, wWE ALL KNOW THAT,GENE FORMER EMPLOYEE NUMBER 160211, 40 years with north central/republic/northwest/and now i guess delta,thank you,thank you,gene sinner,a proud, person for FAIRNESS.

gene sinner

","gene sinner","ncaduck@charter.net"
"Change that RULE!",""

Hello,

My name is Cheryl Sellers, and I am a flight attendant with the new Delta. My new Delta employee number is 072507100. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR of the NMB voting rules change so the "majority of voters" can make the decision. U.S. Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees.

Please let the NMB change the voting rule so the "For/Against Union" vote can be won by the majority, not voided by the minority.

If you wish to contact me, my email address is theSELLERS@centurytel.net

Thank you for your consideration!

Cheryl Sellers

MSP Based Pre-Merger NWA Flight Attendant

","George and Cheryl Sellers","thesellers@centurytel.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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it's not fair if you don't care enough to vote that in a way your still voting in a sence . i'am a 32 year emp. who's seen alot and think we shoud get a brake for once

george binck

","george binck","georgeb57@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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George Connelly

","George Connelly","geol952@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:

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George Day

","George Day","oldhippy033055@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Yes it is time the railway labor act was brought up to pace in the 21st century. Please make the rule changes for a fair election

George G. Wood

","George G. Wood","Gwoodyg812@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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George Garcia

","George Garcia","gpgarci@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Sincerly, George H. Mays

George H. Mays

","George H. Mays","gmiamaw711@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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George Handy

", "George Handy", "georgehandy@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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george kelble

", "george kelble", "kelblegeo@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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George Pezzolo

", "George Pezzolo", "gpezzolo@comcast.net"
"NMB Voting Rules Change Docket Number C-6964", "December 28, 2009

Chairman Dougherty, members Hoglander and Puchala, thank you for giving me the opportunity to comment on the proposed rule change.

The way we conduct elections in the United States is what sets this country apart from many others. We see the "Get out the Vote" campaigns during our national and regional elections, from evangelicals launching voter drives to boost conservatives to MTV's "Rock the Vote" aimed at younger voters. Nowhere do we see any of the participating parties urging voters not to vote.

If employees choose to be represented or not to be, then employees have a very simple choice, vote "YES" for union representation or "NO" for the status quo. The NMB has made the voting process quick, easy and private. The employees can choose to participate and vote their conscience or choose not to participate and not be counted.

Sincerely,

George C. Curnow

", "georgeccurnow@aol.com", "georgeccurnow@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Georgie Gould

", "Georgie Gould", "tmgould@aol.com"
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Gerald b Buttke

","Gerald b Buttke","jerry_buttke@yahoo.com"
"Rule Change","I fully support the proposed rule change and believe that this will make it fair and democratic instead of employees having to be intimidated. There is a time for change and this is it. Let the employees decide without interference and intimidation from their employers. Why should it be counted as a no if you do not vote under the current rules. I support it to the fullest.
","Gerald Bernson","gbernson@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Gerald L. Knox

","Gerald L. Knox","azglknox@hotmail.com"
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Gerald Schneider

","Gerald Schneider","bagmanjs@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Geraldyn Running

","Geraldyn Running","Grannygeri6@aol.com"
"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

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Sincerely,
Gabe Frumkin
1770 E. Clifton Rd
Atlanta, GA 30307

", "gfrumkin@bellsouth.net", "gfrumkin@bellsouth.net"
"SUPPORT OF YES/NO VOTE", "This letter is in reference to the SUPPORT of
the YES/NO VOTE !
", "GGJCRAW@aol.com", "GGJCRAW@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Gid Freeman

", "Gid Freeman", "crying_freeman_iv@yahoo.com"
"Docket # C-6964", "Hello,

Regarding the union voting procedure, I am writing to express my view that a vote not cast should not be allowed to be counted as a "no" vote. This is an unjust system.

Gideon Shapiro

Philadelphia, PA 19123
", "Gideon Fink Shapiro", "gideon.fink.shapiro@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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myufqb <http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix> buy lasix zrdmch buy lasix no perscription <<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> hlaswq buy lasix <<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>> etaezi [url]<http://www.stumbleupon.com/url/www.you-pharma.com/%253Fproduct%253Dlasix>[/url] buy lasix

gieazr

", "gieazr", "glennontoothman47574@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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GILBERT McKINNEY

", "GILBERT McKINNEY", "mckinneymt@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:

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Gilbert Pellet

","Gilbert Pellet","gib@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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It would only be right !

Gilles Brosseau

","Gilles Brosseau","gillesz@me.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand

for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Dorothy Gillespie

1345 Platinum Drive

Hoschton, GA 30548

","Gillespie, Dorothy","Dorothy.Gillespie@delta.com"
"NMB Rule Change...","23 Dec 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Michael T. Gilmore

Delta Air Lines

Coordinator - Hanger Front Desk

404-714-1029

---O--(¹0)--O---
 " " " "

", "Gilmore, Mike", "Mike.Gilmore@delta.com"

"NMB Docket Number C-6964", "Date: 12/2/09

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

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Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Gina Messisco

Delta flight attendant

","gina messisco","ginamessisco@yahoo.com"
"voting rules","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Sincerely,

Ginger Kelley

", "gingerkelley@yours.com", "gingerkelley@yours.com"

"docket c-6963", "I would just like to voice my opinion on the proposed rule change. I am wholeheartedly in favor of the change as it is the most democratic way of choosing to have representation or not. I know I'm not telling you anything you don't know or haven't considered but I just think that any system that allows for apathy or abstention from a vote to be considered an actual vote is intrinsically wrong. Let those who care enough to return a ballot decide what the outcome should be. If it was fair for all those years to have non votes count as no votes, then why wouldn't the reverse be acceptable to all parties involved (a non vote is now the equivalent of a yes vote) The old axiom says ""if it ain't broke, don't fix it"" well, it is broken, so I applaud your efforts to fix it. Thank you.

Ginny Burkey

", "Ginny BURKEY", "gingolf@msn.com"

"Proposed NMB Rule Change for Union Representation Election (Docket No. C-6964)", "Dear NMB Members:

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Sincerely,
Sarah P Gledhill
4121 Middle Park Lane
West Valley City, Ut 84119

","Gledhill, Pat","Pat.Gledhill@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Glen Carter

","Glen Carter","glencarter1@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It will take Unions to turn this country around! UAL Retired

Glenn Seefeld

","Glenn Seefeld","spiritvu@solarus.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Glenn C. Monroe

","Glenn C. Monroe","glenn@aobe.com"
"In Regards to voting changes","Dear Sirs,

I would just like to let you know that I am IN FAVOR of the proposed changes to the voting process. I never thought it was correct to count no vote as a "no" vote. This will make every employee affected by a vote actually take part in that vote, making EVERYBODY accountable for the outcome.

Thank You,

Glenn J Golen
Customer Service Agent- Delta Air Lines
","GLENN GOLEN","ryno23gg@msn.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","Date: 21
November 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

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Respectfully,

Glenn L. Rabenort

Flight Attendant Purser Northwest / Delta Airlines

", "Glenn Rabenort", "MNskyguy@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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lrzfof <https://launchpad.net/~cialisforsale> cialis for sale sehngu cialis for sale <<https://launchpad.net/~cialisforsale>> qmtbok cialis for sale <<https://launchpad.net/~cialisforsale>> fgccxr mail>mail order cialis <<https://launchpad.net/~tadlockcikuiqel661>> xemhig [url]<https://launchpad.net/~tadlockcikuiqel661>[/url] mail order cialis

glimnm

", "glimnm", "tadlockcikuige1661@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Benefits of elavil <<http://benefits-of-elavil.bravehost.com>>
<http://benefits-of-elavil.bravehost.com>

Gonpoicagraip

", "Gonpoicagraip", "immibbowl@mail.ru"
"Rule change", "

November 29, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Thanks,

Dennis M. Goodrich

Dept. 587 ATL

Stationary Maintenance

Dennis.goodrich@delta.com

","Goodrich, Dennis","Dennis.Goodrich@delta.com"
"Proposed NMB Rule Change For Union Representation Elections(Docket No.
C-6964)","November 17,2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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","Gould, Charles","Charles.Gould@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I strongly agree.

Grace M Wilson

","Grace M Wilson","gmwilson2@hotmail.com"
"Docket Number C- 6964","Date: __ November 18, 2009 _____
Elizabeth Dougherty, Chairman Harry Hoglander, Member Linda Puchala,
Member National Mediation Board
1301 K Street, NW Suite 250 East Washington, DC 20005
Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,
I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

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Respectfully,
_ Cheryl Greco _____ Signature
_ Cheryl Greco _____ Print First and Last Name
_____ retired Flight Attendant _____ Position

","Greco Cheryl","cheryl.anne.greco@gmail.com"
"Docket Number C-6964","Date: _11-18-09 _____
Elizabeth Dougherty, Chairman Harry Hoglander, Member Linda Puchala,
Member National Mediation Board
1301 K Street, NW Suite 250 East Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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Respectfully,

JW Greco _____ Signature

Jeffrey W. Greco _____ Print First and Last
Name

Airline Captain _____ Position

","Greco Jeff","jeff.greco@me.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Greg Babb

", "Greg Babb", "4gab2@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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While I am not a part of any union, I do believe that a person should have a right to abstain without actually having that decision turned into a no vote. Sincerely,

Greg j Paul

", "Greg j Paul", "Jetmex@peoplepc.com"
"Delta Union Initiative", "I recently became aware that there is an effort afoot to count non-votes as a no vote in the balloting for a labor union for the Delta/Northwest Airlines employees. While I myself am opposed to most unions - this seems un-American to me. A non-vote is not indicative of a no or a yes and should not be counted either way. To count it one way or another is to prejudice the system in the direction it is counted. That defeats the purpose of a fair election process and should never be condoned for anything in America.

--

Greg Kellogg
Fantasy Sharks <<http://www.fantasysharks.com/>>
Host, Game Day Advisor <<http://www.blogtalkradio.com/Fantasy-Sharks>> on
Sunday's at noon ET
Host, Fantasy Gameplan <<http://www.thefantasysportschannel.com/>> on
Tuesday's at 7:30 pm ET
Be My Friend on Facebook
<<http://www.facebook.com/r.php?invid=691703407&key=63L4PXR3Q56M5CBATC44XR>
> !
", "Greg Kellogg", "g1kellogg1@yahoo.com"
"Docket No. C-6964, Agency - National Mediation Board", "TO:
legal@nmb.gov

SUBJECT: Docket No. C-6964, Agency - National Mediation Board

I support the National Mediation Board's November 2009 proposal to amend its rules regarding representation election procedures. The best way to measure employee sentiment in representation elections is by the majority of those voting. The amended NMB rules would adopt this appropriate standard for determining whether a majority of employees favor union representation.

In contrast, the old NMB rules require the union to win a majority of those ELIGIBLE to vote, so that non-voters are counted as votes against union representation. There are three reasons why the old NMB rules were inappropriate, and why the November 2009 proposal to amend the rules represents an improvement.

First, the old NMB rules rely on a false assumption: they implicitly assume that nonvoters unanimously oppose unionization. I am a professor specializing in labor relations, and I am quite familiar with research about union representation elections. I am not aware of any credible scholarly studies indicating that employees who fail to vote in a union representation election are unanimously opposed to union representation. The November 2009 amendments avoid any extreme assumptions about the preferences of non-voters and instead rely on the actual preferences expressed by a majority of those who cared enough about the matter to cast a vote.

Second, the old NMB rules are unjustly discriminatory, imposing heavier burdens on employees seeking union representation if they are covered by the Railway Labor Act than if they are covered by other American labor laws. The NMB is one of many administrative agencies in the U.S. that conduct union representation elections. The NMB's peers include the National Labor Relations Board (which has jurisdiction over most private-sector employees), the Federal Labor Relations Authority (which has jurisdiction over most federal employees), and the public employment relations boards administering state laws governing labor relations for state and local public employees. All of the NMB's peers decide who wins a representation election based on the majority of valid ballots cast in the election. The NMB's November 2009 proposal to amend the Railway Labor Act rules would eliminate this discrepancy in how union representation elections are conducted, applying to employees covered by the RLA the same rule for determining the outcome of a representation election that is used by the NLRB, the FLRA, and state PERB's.

Third, the old NMB rules set a standard for electoral victory that even extremely successful candidates for President of the U.S. have been unable to meet. In the last half century, the three biggest electoral landslides in Presidential elections were the victories of Lyndon Johnson in 1964, Richard Nixon in 1972, and Ronald Reagan in 1984. The biggest victory margins in these elections were in the District of Columbia in 1964 (in which Johnson won 85.5% of the vote), Mississippi in 1972 (in which Nixon won 78.2% of the vote), and Utah in 1984 (in which Reagan won 74.5% of the vote). But had the old NMB rules been used to determine victory in these elections, none of these landslide victors would have won the electoral votes even of the jurisdictions where their share of the vote was the highest. Johnson would have lost D.C. (having received 169,796 votes, which was only 33.1% of the 513,000 voting age

","Greg Saltzman","gregsaltzman@att.net"
"NMB Rule Change Docket Number C-6964","November 25, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

This letter is to express my complete support for the proposed rule change regarding union elections. I am pleased that the Board is finally planning to use a true democratic process in determining representation elections.

I am 51 years old and have voted in every election I have been eligible to vote in since I was 18. I participate and I am fully aware that my voice is heard while others, people that don't vote, are not heard on election day. I have always found it preposterous that the NMB was willing to assume any intent by non-voters, much less to presume it was anti-union.

The democratic process in this country is simple and straightforward. Whoever gets the most votes wins (unless you're Al Gore). A few elections require 50% plus one to win, but of the total votes cast, not of all those eligible.

I've always asked myself how anyone could presume intent in an election. Why would a non-vote in a union election be presumed to be a no? Why wouldn't it be presumed to be a yes? With the proposed rule change it won't have to be presumed anymore. Vote yes if you want a union. Vote no if you don't. If you don't care, don't vote.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections. It's fair and it's time.

Respectfully,

Gregory D. Boorsma
Flight Attendant
Northwest Airlines
469 Ena Road #1705
Honolulu, HI 96815

","gregboorsma@aim.com","gregboorsma@aim.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Gregory Bokoch

", "Gregory Bokoch", "g.phil.bokoch@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Gregory C. Gerlach

", "Gregory C. Gerlach", "GermanLuv69@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

There has not been a president of the U.S. elected by 50% +1 of eligible voters (in the 20th or 21st Century-FDR came the closest)

Gregory R, Brown

","Gregory R, Brown","sfrealtor@comcast.net"
"voting proposal","[nov.27,2009]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity

for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Regards,

Kimberly Griffel TPA/FTO Delta

","Griffel, Kimberly D","Kimberly.D.Griffel@delta.com"
"Docket No. C-6964 ","Dear NMB Members:

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Sincerely,

John Griner

Sr. Analyst Demand Planning

404-773-1532

FAX 404-714-8606

","Griner, John","John.Griner@delta.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined

the same way.

Sincerely,
Gary Schulz
WI 53963

", "Gschulz@co.dodge.wi.us", "Gschulz@co.dodge.wi.us"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Aloha!cwrk! <http://lehoivh.com> kfbcn dvxef

Gundosniy

", "Gundosniy", "xhfouk@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Aloha! xws

Gundosrms

", "Gundosrms", "egucxz@gmail.com"

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Aloha!ziqa! <http://uzuamfzb.com> xxfhq lxxna <http://cucexfsu.com> nokdu
aobwr <http://wzfidkgy.com> crubx tgksp <http://hogqmpms.com> ngmqr kiogg
<http://yjbdygoo.com> uqfnb nraak

Gundostyh

", "Gundostyh", "synpjh@gmail.com"

"Proposed NMB Rule Change for Union Representation Elections", "Elizabeth
Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Sincerely,

Karen Cooke

Delta FA

","Guy & Karen Cooke", "thecookes@peoplepc.com"

"Proposed NMB Rule Change For Union Representation Elections", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

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Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

Guy Faulstich

,"Guy Faulstich","gfaul1978@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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gwyndolyn kay bewick

,"gwyndolyn kay bewick","kaybewick@aol.com"
"Docket Number c-6964","To the NMB:

I am in support of RLA Voting Proposal Change. The ""yes/no"" type vote is the most democratic way of voting. The current way of voting is outdated and there is always a time for change.

Now, is the time for change. I find it quite interesting that management has been able to seek outrageous compensation and hire high powered law firms at an outrageous cost when the airline itself is losing money. The funds for hiring a law firm to fight against Delta's own employees is unbelievable. Yes, Delta's management says that it's employees are the best in the industry and at the same time they choose to spend money frivolously to challenge an outdated voting system of the RLA.

My most serious concern is the outsourcing of my job. With all of Delta/Northwest foreign national bases across Asia, jobs that could be operated by United States citizens could and probably would be sent overseas where the pay is much cheaper. Unemployment rates across the country are already at unbelievable levels and will only increase should we not get a fair chance of democratically voting for a union. We want to be able to keep the jobs here in the United States as Delta/Northwest is an American carrier.

The RLA Voting Proposal does not guarantee there will be unionization on Delta/Northwest property, however it will be the most democratic way of voting. In the last attempt of unionization at Delta, there was intimidation by management, interference on behalf of management with postings on the internet - the 'rip it up'" video - and allowing of non-qualified people to vote, including the deceased which was automatically counted as a ""no"" vote.

Now it the time for change. It is coming upon the year 2010 almost 84 years since the RLA was enacted.

Kindest Regards,

Garrett Yamada
Dominic Michael

", "GYamada747@aol.com", "GYamada747@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964", "November 19, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Haejae Lee

,"Haejae Lee","haejae@haejaelee.com"
"Docket Number C-6964",

members of the National Mediation Board

Dear members of the National Mediation Board,

I'm writing to let you know that I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Shirley Haidinger
949 E Gorham St
Madison, WI 53703

", "haidis@aol.com", "haidis@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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hale r. wagner

", "hale r. wagner", "halewagner@sbcglobal.net"
"rule chang for delta", "I have been a delta employee for 26 years and no union , I don't think it is fair for a handful of people to change the rules/and the way we vote. I think this is all about the union trying to get money out of my paycheck. Greg hall

", "Hall, Gregory A", "Gregory.A.Hall@delta.com"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Justin Hall

Quality Assurance

Delta.com & Self-Service

404-677-1824

4068 Castle Way

Fairburn, GA 30213

","Hall, Justin T","Justin.T.Hall@delta.com"
"nmb rule changes","Hello,

I would like to express my support for the rule changes that the NMB is considering in making union elections more fair. I believe it is time for all union elections that fall under the railway labor act to follow the same principles that our democratic elections follow in this country. That is that only the votes submitted should count and if you decide to sit out an election it shouldn't count as a NO vote. Many choose not to vote because they do not want to be part of the process. That is their choice and they should not be penalized for it.

Thank you for taking and reading my comment,

Tommy Hall

","Hall, Tommy J","Tommy.J.Hall@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Gunner Hall
1410 East 52nd Street
Savannah, GA 31404

","hallgunner@hotmail.com","hallgunner@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This one positive step forward toward real free election at Union level. We have been lacking this part of free democratic election. Thank you Hamid Sarpand

Hamid Sarpand

", "Hamid Sarpand", "Info@honimax.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

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Sincerely,
Brittany Hammond

","Hammond, Brittany X","Brittany.X.Hammond@delta.com"
"Union Representation","November 17, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

April Harbican

Delta Airlines

","Harbican, April","April.Harbican@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Harold Cruikshank

","Harold Cruikshank","hcruiks@hotmail.com"
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Harry Leemkuil

", "Harry Leemkuil", "Harry.Leemkuil@nwa.com"
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btoovr <https://launchpad.net/~textorobipan1563> best price levitra phptvq
best price levitra <<https://launchpad.net/~textorobipan1563>> kaowzf
<https://launchpad.net/~textorobipan1563> - best price levitra zcpuxs [url
- <https://launchpad.net/~textorobipan1563> best price levitra vqlkih
<https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg eptlmi buy
levitra 20 mg mg <<https://launchpad.net/~jpdpegboardfrench>> pcobem
<https://launchpad.net/~jpdpegboardfrench> - buy levitra 20 mg cbeoxz [url
- <https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg

havguq

", "havguq", "textorobipan1563@gmail.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

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Sincerely,
Raymond Hawkinberry
6393 Harlem-Grovetown Rd.
Harlem, GA 30814

", "hawkinberry@ibew1579.org", "hawkinberry@ibew1579.org"

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Tamara Hawks
1839 McClelland St
Salt Lake City, UT 84105

","Hawks, Tamara","Tamara.Hawks@delta.com"
"Proposed NMB Representation Rulemaking","Nov 12th, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Ron Head

Colorado Springs, CO

Office 719 637 5010

Cell 719 330 9487

", "Head, Ron", "Ron.Head@delta.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please do not assume that a Non-Vote is a No vote. This should be handled the same as any other election. Making this change would weaken the democratic process.

Heather Cowdrey-Murch

", "Heather Cowdrey-Murch", "heathermurch@gmail.com"
"NMB Proposal ", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,

* Christopher Hecht | Delta Airlines
*Sioux City Reservations
* Phone 712-301-3585 | Fax 712-293-7970
*E-mail| christopher.hecht@delta.com<mailto:christopher.hecht@delta.com>
", "Hecht, Christopher", "christopher.hecht@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Heidi Tereau

", "Heidi Tereau", "heidilures@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Heidie Gutierrez

","Heidie Gutierrez","hgerman@hotmail.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Andy Heidt
3802 Johns Street
Madison, WI 53714

","heidt@co.dane.wi.us","heidt@co.dane.wi.us"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Helen Wilson

","Helen Wilson","wilshelen@gmail.com"
"voting change","Dear NMB board member,

I am writing to express my disappointment in your desire to change the voting process for unions to enter a workforce. The rules that have been

in place for decades work. The unions, especially airline unions, are able to organize the employees to vote them in. In the past month, AFA has had 2 airline groups vote them in. AFA is just frustrated because they haven't been able to organize Delta flight attendants in their many attempts. This seems like a desperate attempt on their part to make it easier for them to organize us. I am shocked that a professional, non-biased group as yourselves is even considering this.

The new rules means that just a handful of employees could vote in a union and change the entire groups' professional career. The minority should not be able to affect the majority's career. I know you think this would most likely not be the case with the proposed new rules, as most would participate in the voting. It is still disgusting that it COULD happen under unusual circumstances and is very undemocratic in our great country.

Finally, it is only fair that the rules be the same to vote a union in as to vote a union out. If you go through with the voting change rules, then you must change the rules to allow us to vote to become non-union. I can't see any argument anybody would have to this. It is only a fair and equitable response.

I hope that you consider your vote very carefully. Please don't let politics sway your impartial decision making process. Many Delta flight attendants are very content with their current employment status and don't want politics to make an unfair change inevitable. The voting rules have worked well for decades, so why the sudden urge to change them. Out of desperation?

Sincerely,

Jennifer Davis
jennifer.davis@delta.com
", "Helene Toure", "hlntoure@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I believe that this should be a fair, across the board change. I oppose the request by Delta Airlines to be exempt from this rule change if it were to occur. The intimidation tactics I have heard from numerous Delta

Airlines employees themselves are outrageous. We are not in the 18th century living in fear of the KGB in the communist Soviet Union, yet this is exactly how it sounds when you hear these employees describe their work environment. Please, let these workers have a chance to voice their opinion and cast a vote. Also, please emphasize that this is a CONFIDENTIAL vote, and that the company will NOT know how an employee votes. I beseech you to change this rule to indeed allow a fair vote for everyone who chooses to make the effort to do so. Thank you very much.

Helle Newton

","Helle Newton","iluvroses21@hotmail.com"
"Voting Rules","November 30, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank you,

Kim Helmis

859 282 6109

","Helmis, Kim","Kim.Helmis@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Henry Bagwell

","Henry Bagwell","hbagwell@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Henry Ditolla

","Henry Ditolla","h.ditolla@q.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Herb Cooper

","Herb Cooper","herb.cooper@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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This change is long over due to the process of allowing transportation employees the right to avail themselves of union representation. It is the process utilized by the National Labor Relations Board under the National Labor Relations Act. I believe in the American principal of majority rules no matter how many voters there may be. If the United States Presidential elections were conducted as the NMB elections are conducted we would never have elected several Presidents thru out our nations history. The proposed change to the rules of the National Mediation Board procedures instills true democracy into the transportation workplaces of America.

Herb Johnson

", "Herb Johnson", "hrjohnson@moaflcio.org"
"Proposed change in Voting Rules For Delta Airlines", "In my earlier career prior to joining Delta, I worked for almost 30 years as a labor relations attorney. I was involved in numerous representation elections supervised by the NLRB. It is unimaginable that a representation election supervised by the NMB would even be considered without a majority vote of the bargaining unit. It is my understanding that the rules in effect do not allow decertification of the union by employees. If this is accurate, that is unfair and a blatant bias in favor of the union.

As a Delta employee, I feel entitled to a free election that is not weighted in favor of the union, but positioned for fairness for all employees. Surely you are aware that not all Northwest employees favor the union and would like to see a fair election.

James Herger
Delta Airlines
Washington Dulles Airport
", "Herger, James C", "James.C.Herger@delta.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Mary Lou Herman
2666 E. Johnson St.
Madison, WI 53704

", "herman@physics.wisc.edu", "herman@physics.wisc.edu"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Lisa Hermansen
1009 East 1500 South
Bountiful, Utah 84010

","Hermansen, Lisa","Lisa.Hermansen@delta.com"
"FW: Docket# C-6964","

-----Original Message-----

From: garysusanharper@aol.com [mailto:garysusanharper@aol.com]
Sent: Friday, November 06, 2009 3:59 PM
To: Web OLA Email
Subject: Docket# C-6964

Yes, I support the amendment to the change in voting! I agree that is time for a change. A yes or no vote is the way to go. People need to exercise their voice one way or the other. If they prefer not to vote that is their prerogative but it should be counted as abstaining not as a "no" vote. Voting is a privilege and a democratic process not to be taken lightly.

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: NMB Election Process","

From: Windsor Leonora [mailto:lwindsor@iamaw.org]
Sent: Friday, November 06, 2009 3:45 PM
To: Web OLA Email
Subject: NMB Election Process

The current National Mediation Board voting method is flawed and unpatriotic. I applaud those individuals on the NMB who voted in favor of changing the current practice to a majority rule vote based on the number of votes cast, a truly democratic process. I urge the NMB to adopt this newly proposed election process.

Notice: This message is intended for the addressee only and may contain privileged and/or confidential information. Use or dissemination by anyone other than the intended recipient is prohibited.

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket No. C-6964","

-----Original Message-----

From: Bryan Young [mailto:bryan@korenskye.com]
Sent: Friday, November 06, 2009 11:03 AM
To: Web OLA Email
Subject: Docket No. C-6964

Re: 29 CFR Parts 1202 and 1206
Docket No. C-6964
RIN 3140-ZA00

http://www.nmb.gov/representation/repvotingproposal_11-03-09.pdf

I am emailing to disagree with the proposed rule change relating to the election of labor unions. I have worked at SkyWest Airlines for ten years and in my time at SkyWest Airlines three times have various labor unions tried to gain the right to negotiate on behalf of the pilot group. SkyWest Airlines enjoys a fine relationship with its employees and each time the union rabble-rousers come around over-promising and spending other unions members dues in an attempt to organize a satisfied class of employees. Thankfully three times the various union organizers have failed in their attempt to create discourse, ill-will and conflict for their own gain.

Not satisfied with the status-quo of declining membership, lack of political muscle and diminished importance in a changing world economy, union leadership called in their political favors in this instance. Thanks to a political appointment, the National Mediation Board has created this proposed rule change in order to pay back its political debt. Despite no real pressing need, a long history (75 years I believe) of the current rule and no public call for a change we get a proposed rule anyway.

Leave well enough alone. Don't change the rule to simply pay back your political debt. Tell the various union leadership to butt out. If enough frustrated employees want a change simply win a vote under the current rules. Don't rewrite the rules like politicians rewrite their districts to insure victory. Please don't change the Representation Election Procedure.

Captain Bryan Young
Tempe, AZ 85281
","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Change of voting rules","

From: Glover, Greg [mailto:Greg.Glover@delta.com]
Sent: Friday, November 06, 2009 4:18 AM
To: Web OLA Email

Subject: Change of voting rules
Importance: Low

I am Greg Glover and I am affiliated with Delta Airlines. As this rule would probably have impact upon me I wish to express my concerns.

I feel this idea to go to ""minority rule"" is a terrible thing. Under the current RLA voting means, has anyone or group been denied their rights to representation?

Not that I am aware of. So why change an established and tested means of voting now in the middle of possible elections. I see only one reason, to make it easier for unions to gain control of work groups that they might not otherwise have a chance of winning an election with.

As for the other obvious argument if you (NMB) feel you must enact this, then you must also make available a way for interested parties to de-certify a union

in the same manner. What's good for one is good for all. I ask you to take your time and think about this carefully as it will impact the lives and

livelihoods of many people. This is not something to be taken lightly. I oppose any changes to the current system.

Thank you Greg Glover

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket No. C-6964","

From: Alexander Scott [mailto:apscott1949@yahoo.com]
Sent: Thursday, November 05, 2009 6:40 PM
To: Web OLA Email
Subject: Docket No. C-6964

Dear Sirs,

I wish to comment upon the proposed changes to the voting procedures as outlined per Docket No. C-6964.

I do not think that changing the procedure to allow for a simple majority of those voting to allow for union representation is at all democratic. The end result could be domination by a minority of vocal voters. The only way that it could be effective is the requirement that every employee in that class vote. I do not call to vote because I wish to vote no and I do not wish to be recorded. If changes were to go forward as written then to make it democratic the vote should be retaken every four years.

As an American taxpayer I take part in the democratic process of voting. I can chose not too. My taxes go for the things that make government work... roads, defense, aviation regulations, schools, etc. All of these things are for the public good and for the community. A union is not a public community, rather it is a private lobby. If a union is voted in despite my desire then I will be taxed (dues) by an organization that does not represent me or my interests. If I undestand correctly, I will be forced to pay dues, and to abide by the regulations laid down in a contract that may, in fact, be a hinderance to my work.

I choose to participate in and support the organizations I want, such as church, societies, etc. I choose tos uport my community. Do not force me participate in organizations that do not represent my interests.

Best Regards,

Alexander Perry Scott

4317 Polk Street

Houston, TX 77023

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: proposed rule making", "

From: ILSApproach@aol.com [mailto:ILSApproach@aol.com]
Sent: Thursday, November 05, 2009 5:06 PM
To: Web OLA Email
Subject: proposed rule making

Hello I am an airline employee. I have read about your proposal to change the airline election process by simply majority vote. I disagree strongly with this and think that voting procedures should remain the same. When deciding if you want a union or not it is a very big decision. It is

fairly difficult to get rid of a union under the Railway Labor Act therefore I think that 50%+1 of ALL workers should vote for the union to get it in. If a true majority of the employees want a union then there should be no problem having 50% +1 vote for it. If a majority of the employees do not want it then they simply will not vote for it. Why try and fix something that is not broken? This voting process under the RLA has worked for the last 70-80 years. As an airline employee I strongly urge you to keep the rules the same.

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: rules change proposal","

From: Kimberly Dawn [mailto:mncatnapper@hotmail.com]
Sent: Thursday, November 05, 2009 3:02 PM
To: Web OLA Email
Subject: rules change proposal

I am so shocked and disappointed that the National Mediation Board has agreed to even consider changing the voting procedures. The fact that Charwoman Dougherty had been excluded from the proposal discussions indicates that something is wrong.

There is absolutely no reason for these voting rules to be changed, except that the Unions are concerned they won't be voted to represent the employees. I am in total disagreement with Edward Wytking, who said the reason workers often sit out and do not vote is because of pressure from the company. As an employee of Northwest Airlines for over 28 years, I have never once felt pressure from the company to not participate in union proceedings.

I am fed up with the Union's delaying in settling this matter, and allowing us to be recipients of the bonus money that all the other employees are receiving, the \$100 a month for meeting our goals. I consider that the union is costing me this money every month, and would like the chance to settle this vote as soon as possible. These continual delays are extremely aggravating, it reminds me of a small child who is not getting his way, and keeps throwing out things to hold up the show.

It's also very frustrating to not have a place to voice my opinion, so I hope that this will get to where I can be heard and counted.

Thank you very much,

Northwest Airlines Employee

Windows 7: Unclutter your desktop. Learn more.
<http://go.microsoft.com/?linkid=9690331&ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_evergreen:112009>

","Heverling, Angela", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: union voting rule change", "

From: Nuss, Alan [mailto:Alan.Nuss@delta.com]
Sent: Thursday, November 05, 2009 3:02 PM
To: Web OLA Email
Subject: union voting rule change

I feel that the current rule of requiring a clear ""majority of a workforce"" to vote for a union should not be changed. If the majority of a workforce does not want to be unionized they should not be forced to by a minority of their co-workers. In theory, a workforce of 100 people could become unionized if only 10 people vote and 6 of those votes are for a union. 6 people force 94 people to be in a union. Not an example of a truly democratic process.

Alan Nuss

","Heverling, Angela", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Mary Johnson General Counsel National Mediation Board", "

-----Original Message-----

From: thomas williams [mailto:itw10280803@gmail.com]
Sent: Thursday, November 05, 2009 2:13 PM
To: Web OLA Email
Subject: Att:Mary Johnson General Counsel National Mediation Board

Docket # C 6964 RAILROAD LABOR ACT.
CHANGING THE WAY TO VOTE FOR A UNION IS LONG
OVERDUE.THE CURRENT VOTING PROCESS IS WRONG.SHOULD BE CONSIDERED ILLEGAL.
THE ONLY VOTING SYSTEM WHICH IS CONDUCTED
THIS WAY.ONE MUST VOTE TO DECIDE ALL OUTCOMES.THE LARGER PERCENTAGE OF
VOTES THAT ARE CASTED IS WHAT DECIDES ALL OTHER ELECTIONS,WHY NOT THE
ELECTION THAT ARE FOR UNIONS.AM ASKING YOU TO DECIDE IN FAVOR OF

CHANGE OF THE ELECTION RULES WHICH PERTAIN TO LABOR UNIONS OF THIS COUNTRY, THAT AT ONE TIME KEPT AMERICA PROFITABLE HAVING A UNION IS THE ONLY WAY TO HAVE A LEGAL BINDING CONTRACT!ALL WORKING PEOPLE SHOULD HAVE CONTRACTS,A WRITTEN STANDARD WHICH WORK MUST BE PERFORMED.PLEASE CHANGE THE VOTING RULES,SO IT IS A FAIR VOTING PROCESS!

THANK YOU FOR READING MY OPINON.

Thomas Williams

itw10280803@gmail.com

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"FW: [Docket No. C-6964","

From: Colynn Mosier [mailto:cmosier@cfl.rr.com]

Sent: Thursday, November 05, 2009 1:43 PM

To: Web OLA Email

Subject: [Docket No. C-6964

Dear NMB,

I strongly support the change in voting procedures recently announced. To finally have a democratic process for voting will be very refreshing. The very idea that those who chose not to vote (some on the list were deceased) were counted in an election is insane!! What other election in this country is run that way?

It appears there are still those that feel some Americans are not entitled to a democratic form of voting this is very wrong and there is no justification for it! The change should be supported as it is long over due for the NMB to join and catch up with the NLRB's voting process.

Sincerely,

Colynn Mosier

Per merger NWA Flight attendant

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","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"FW: Docket # C-6964","

From: LGUZMAN01@aol.com [mailto:LGUZMAN01@aol.com]
Sent: Thursday, November 05, 2009 12:42 PM
To: Web OLA Email
Cc: LGUZMAN01@aol.com
Subject: Docket # C-6964

To whom it may concern,

I am truly disappointed that the flight attendants of Delta Air Lines will have to wait yet even longer to have their voices heard concerning union representation. The merger of Delta Air Lines and Northwest Airlines is a year old and while other work groups have had a chance to move on we are still waiting to have this resolved. The RLA was put in place for very good reasons; while protecting the right of employees to organize and bargain collectively, it also seeks to avoid any interruption to commerce. In order to do this, the RLA requires that "The majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class..." The majority!!!

Every Mediation Board since 1934 has upheld the majority rule, on grounds that "A union without majority support cannot be as effective in negotiations as a union selected by a process which assures that a majority of employees desire representation." The Supreme Court has agreed more than once and has upheld it under both Republican and Democratic Administrations!

Of all the elections held in the past, governed by the RLA, most have been in favor of union representation. To say, it now needs to be changed, is without reason. It works!!! If the employee has no interest in being represented by a union he/she does nothing, if the employee wants a union he/she votes for one. If the union is able to convince the majority of employees to vote for representation, it gets certified. It is as easy as that!!!

Delta Air Lines flight attendants have been through at least two elections in recent history and I believe all of us are very aware of how they work. The proposed amendment could result in a minority forcing the majority of us into a union we do not want!

I hope you will not let that happen, especially in light of the fact that there is no process in place to decertify any union once it is on the property. Not to mention the fact that as an "independent", "unbiased" and "impartial" entity of our Government, you MUST remain neutral on this issue. You cannot issue a ruling favoring one side or the other. As a U.S. citizen, taxpayer and as a Delta Flight Attendant, I fully expect you to remain neutral in this issue and refrain from making biased decisions.

Sincerely,

Luis Guzman

Delta Air Lines Flight Attendant

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket Number C-6964","

From: Birgit Gerstle [mailto:gerstleb@bellsouth.net]
Sent: Thursday, November 05, 2009 12:28 PM
To: Web OLA Email
Subject: Docket Number C-6964

NMB proposes amendment to the RLA (Docket Number C-6964)

To whom it may concern,

I am truly disappointed that the flight attendants of Delta Air Lines will have to wait yet even longer to have their voices heard concerning union representation. The merger of Delta Air Lines and Northwest Airlines is a year old and while other work groups have had a chance to move on we are still waiting to have this resolved.

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Of all the elections held in the past, governed by the RLA, most have been in favor of union representation. To say, it now needs to be changed, is without reason. It works!!! If the employee has no interest in being represented by a union he/she does nothing, if the employee

wants a union he/she votes for one. If the union is able to convince the majority of employees to vote for representation, it gets certified. It is as easy as that!!!

Delta Air Lines flight attendants have been through at least two elections in recent history and I believe all of us are very aware of how they work. The proposed amendment could result in a minority forcing the majority of us into a union we do not want!

I hope you will not let that happen, especially in light of the fact that there is no process in place to decertify any union once it is on the property!!!

Sincerely,

Birgit Gerstle

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Rule Change of Union Elections at Airlines.", "

From: Brooks Tokar [mailto:b_tokar@yahoo.com]
Sent: Thursday, November 05, 2009 11:57 AM
To: Web OLA Email
Subject: Rule Change of Union Elections at Airlines.

I have attached a copy of my letter to this e-mail. It is my opinion of the rule change during the 60 day period.

Thank you,

Brooks Tokar

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: c-6964", "

From: Vince Berardini [mailto:vince.berardini@gmail.com]
Sent: Thursday, November 05, 2009 11:55 AM
To: Web OLA Email
Subject: c-6964

I am strongly against the proposed change in voting for union elections at airlines. It promotes minority rule at the expense of the majority without recourse. In most federal elections we vote every 2, 4 or 6 years and that gives us a choice after the fact if we are satisfied or dissatisfied with our choices. As regards to airlines, if a union is voted in under the new proposed rules, the method to remove them reverts to a majority vote to even start a ballot. If the majority is needed in this latter instance, then it should be the rule in all situations. The NMB is bowing to the wishes of the unions and not protecting the rights of all airline employees. DO NOT CHANGE OUR VOTING RULES FOR AIRLINE EMPLOYEES.

Vincent A Berardini

72577 Edgehill Dr., #4

Palm Desert, CA 92260

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: docket No c-6964","

From: Janet Westbrook [mailto:janetwestbrook@comcast.net]
Sent: Thursday, November 05, 2009 10:12 AM
To: Web OLA Email
Subject: docket No c-6964

Please note my opposition to the proposed changes to representation election procedures.

**It is my understanding the current procedures have been in effect for 60 years and have served their purpose in electing representation; why at this juncture is the change needed (The irony the AFA and IAM have petitioned for representation at Delta Air Lines due to the merger with Northwest and have both withdrawn their original request for a vote based on this proposal is transparent)

** Unions are businesses and this change in procedure may in fact allow them to line their pockets at the cost of employees who want nothing to do with representation. The reality is many employees are happy with their workplace and do not even give thought to any union representation- they are not disengaged, they are simply comfortable with their current work environment and will not give a vote any attention based on past experience. The current process has been upheld by the Supreme Court and

by both Republican and Democratic Administrations; I fail to understand why the change is needed at this time. What has changed?

**While I strongly oppose this proposed rule change if it does pass I strongly request that a formal de-certification process be put in place.'

Janet Westbrook

Delta Air Lines Flight Attendant

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Support for Proposed Change to Rules Governing RLA Elections","

From: Heath Madom [mailto:heathmadom@yahoo.com]
Sent: Thursday, November 05, 2009 9:40 AM
To: Web OLA Email
Subject: Support for Proposed Change to Rules Governing RLA Elections

To the National Mediation Board,

I'm writing to express support for the NMB's proposed rule change that would allow for a union to be certified as a bargaining representative if a majority of those voting express support for representation. The current rules are undemocratic and unfair. Thank You.

Regards,

Heath Madom

New York, NY

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket number C-6964", "

-----Original Message-----

From: Hardwick, Noah A [mailto:Noah.A.Hardwick@delta.com]
Sent: Thursday, November 05, 2009 9:24 AM
To: Web OLA Email
Subject: Docket number C-6964

To the N.M.B., I do not support this proposal. There is nothing in it that supports fairness. With the proposed rule change an eligible voter can vote yes, or no to union representation, but what about the people already in a union that don't feel that their union has done a good job? This proposal does not include the ability for the worker to vote to decertify a union. It is the job of the N.M.B. to "mediate", not to make biased rules that only help unions, and not the worker.

Sincerely,

Noah Hardwick
Fares and Ticketing Support
Delta Airlines
Atlanta, GA 30354
noah.a.hardwick@delta.com
","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: NMB Ruling", "

From: LoTempio, Dan [mailto:Dan.LoTempio@delta.com]
Sent: Thursday, November 05, 2009 8:23 AM
To: Web OLA Email
Subject: NMB Ruling

In response to Chairman Dougherty request "I encourage interested parties to submit comments addressing these other issues. Chairman Elizabeth Dougherty."

I totally agree with her arguments that we should not change a working system of voting for over 75 years.

Saying that it is akin to our democratic election process is not looking at the big picture, of all those people who could not vote for many different reasons. Here we have a very informative population who are participating in the voting process by not casting a vote which amounts to a no vote, or casting a vote for the union.

Sincerely, Daniel LoTempio

Former Union Steward with Richs Ice Cream of Buffalo, N.Y, National Airlines and Pan American Airlines of Miami, Florida.

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: union election","

-----Original Message-----

From: CWKOCIAN@up.com [mailto:CWKOCIAN@up.com]
Sent: Thursday, November 05, 2009 7:34 AM
To: Web OLA Email
Subject: union election

I believe this to be a very good change, This would be the democratic way to handle this process. Everyone has a vote, all they have to do is use it.
If the majority want something, just as with any other vote, it passes.

**

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**

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Election rules","

From: Fenimore, Keith [mailto:Keith.Fenimore@delta.com]
Sent: Thursday, November 05, 2009 7:28 AM
To: Web OLA Email
Subject: Election rules

I would like to say that changing the voting rules is legally and ethically wrong. The voting has been conducted the same way under the railway labor act for years and led to fair unionization. This change stacks the deck in favor of the unions. Under the railway labor act it is much harder to get rid of a union. If you change this, then you should make it easier to get rid of a union. I believe that only Congress can change the Railway labor act and the NMB is overstepping their authority.

Keith Fenimore
Delta Airlines
1010 Delta Blvd
Atlanta, Ga 30320

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: NMB Election rule change","

From: Mark & Joan Robertson [mailto:mjtrober@msn.com]
Sent: Wednesday, November 04, 2009 11:09 PM
To: Web OLA Email
Subject: NMB Election rule change

November 4, 2009

Elizabeth Daugherty, Chair

Harry Hoaglander, Member

Linda Puchala, Member

National Mediation Board

1301 I Street N. W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections -

Docket No. C-6964

Dear NMB Members:

I write to register my strong support for a change in the National Mediation Board's

("NMB") policy to allow a majority of workers who cast ballots to determine the outcome

of union representation elections in the airline and railroad industries as is the case in all

other industries. The NMB is alone among governmental agencies in requiring of an

airline or railroad in order to win union representation. Thus, under the current rule, if

fewer than fifty percent of the workforce participates in the election, non-voters are

counted as "no votes" and union representation is lost regardless of the number of employees

who actually voted in favor of the union. Thus, airline and railroad management

are rewarded for suppressing their own employees' participation in an NMB-sponsored

election. This is unfair and stands in contrast to the rules applied in our democratic

system in America's general elections where a majority of votes cast determine the outcome

regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may

have been born of concerns concerning communications with employees in distant

locations, is no longer valid in the modern era. With today's multiple means of electronic

and telephonic communications, and the NMB's own electronic voting system, a "super

majority"" vote is no longer necessary to insure broad participation and the Board's policy

should be updated to become more democratic in meeting the needs and realities of the

21st Century.

Respectfully,

Mark Robertson

Northwest Airlines employee

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: APATHY DOES NOT RULE","

From: Jennifer Wallin [mailto:MJenniferW@comcast.net]
Sent: Wednesday, November 04, 2009 10:46 PM
To: Web OLA Email
Subject: APATHY DOES NOT RULE

As an NWA flight attendant with nearly 40 years of service under the collective bargaining protection of a worker's union, I wish to applaud the proposition that a non-vote NOT be counted as a no vote. This process puts the ignorant, complacent, or apathetic individuals who do not speak their mind through their vote, as being counted nevertheless. It is absurd that some committee or individual should make the decision that the non-vote be considered to be a no vote. Since most people, in general, either forget or choose to avoid voting, it places too much of a burden on those seeking a yes vote to get the voters to hit the ballot booth. The election officials might just as easily have declared a non-vote to be an affirmative choice to force the opposing view to get their own voters out. The fair and reasonable process should be to count the no votes against the yes, and leave the non votes as unheard. Sincerely,
M. Jennifer Wallin NWA F/A

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Proposed ruling regarding Railway Labor Act Voting Rules","

From: Wade Echtenkamp [mailto:echtenkampw@bellsouth.net]
Sent: Wednesday, November 04, 2009 7:44 PM
To: Web OLA Email
Subject: Proposed ruling regarding Railway Labor Act Voting Rules

This is a shameless run at the democratic process by two obviously biased members of the NMB !

I am appalled at both the gall and the timing of this proposal in midstream"" of the Delta/NWA merger. How could any right minded person not see thru this shamelss attempt to further extort the hard working members of the NWA work groups as well as extend their greed and lust for power to the historicly non-union Delta employees virtually against their will ? Let their feet do their talking as it has been for some 75 years !!

Wade Echtenkamp

27 year employee of NWA now Delta

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Rule Change Docket #6964","

From: Cora Montrond [mailto:cora.montrond@yahoo.com]
Sent: Wednesday, November 04, 2009 6:09 PM
To: Web OLA Email
Subject: Rule Change Docket #6964

November 4, 2009

Dear NMB:

I believe we are STILL a free nation that is protected under the U.S. constitution which allows us many rights and privileges. Being a democratic nation, we serve as a beacon of hope around the world for those less fortunate. Our democratic voting process is one that recognizes and ensures that everyone that ACTUALLY casts a vote is in fact counted. It is with great joy that I learned recently that NMB's voting rules and procedures are being challenged and possibly changed to reflect everyone's vote that was cast and not include those not casted as a vote for or against something. I believe your current system is the most archaic and absurd system and I am surprised that it is still being used today. And to say that we should not change a system, just because it has been in existence for 75 years, that serves no real purpose or

integrity to a process so integral to our very existence as a free nation is beyond my comprehension and what we stand for as a nation.

It is high time that NMB join with the NRRB's voting procedure to continue in this tradition of openness and fairness adherent to the United States Election law.

Your process is un-American and unconstitutional even if it has been in affect for 75 years, which is all the more reason to change it and bring it up to date to protect everyone's interest.

Your board chairperson apparently feels that some Americans are not entitled to a democratic vote. I strongly disagree with her position. It is time for a change. Thank you.

Sincerely,

Cora Montrond

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Representation","

-----Original Message-----

From: Greg Zirwes [mailto:lvtski@gmail.com]
Sent: Wednesday, November 04, 2009 5:38 PM
To: Web OLA Email
Subject: Representation

Dear NMB, The whole idea that not voting in an election/decision could be counted as a ""NO VOTE"" is absurd. Let the people who care to vote be represented. This is a bad rule and does not represent the people well. Changing the rule will promote more interest in the election. Thanks, Greg Zirwes, Idaho

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket Number C-6964","

-----Original Message-----

From: J Norton [mailto:jfnorton@charter.net]
Sent: Wednesday, November 04, 2009 5:23 PM
To: Web OLA Email

Subject: Docket Number C-6964

As a non union airline worker, I say leave the rule as is. Not voting should be counted as as NO. What's to say the sent in 'no' votes don't get 'lost' in the mail?

Jack Norton
Delta Air Lines
Atlanta GA
", "Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Union voting rule changes", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:58 PM
To: Heverling, Angela
Subject: FW: Union voting rule changes

From: West, Donald On Behalf Of Info Line
Sent: Wednesday, November 04, 2009 2:01 PM
To: legal@nmb.gov
Subject: FW: Union voting rule changes

From: Eskelson, Julie [mailto:Julie.Eskelson@delta.com]
Sent: Tuesday, November 03, 2009 6:16 PM
To: Info Line
Cc: Hinerman, Connie
Subject: Union voting rule changes

To whom it may concern,

I would plead with you not to change the voting rules. With our current economic times I would hope you would take public comments on this issue. I am a single mother who is struggling with my finance and could not afford to pay union dues. I have worked for Delta for 22 years and have never once needed union representation. Please allow everyone who is effected make their voice known in an election not just a few. If I am

forced to pay union dues it would be a hardship and possible force me to get a second job. Let my voice be heard and allow my vote to counted.

Julie Eskelson

Delta Airlines-Salt Lake Reservations

Customer Support Supervisor-Lead

Complaint Resolution Official

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: c-6964","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:57 PM
To: Heverling, Angela
Subject: FW: c-6964

From: montel1612 [mailto:montel1612@bellsouth.net]
Sent: Wednesday, November 04, 2009 9:17 AM
To: Web OLA Email
Subject: c-6964

I am a current Delta Airlines flight attendant and which to urge the NMB to change the manner of voting for representation. This is America, where every voter has a right to step up and vote on an issue and have their vote counted. The fact that you choose NOT to vote should not be counted as a vote one way or the other. We have a democractic society for a reason and the fact that this policy has been in effect for so long should not determine the outcome. We strive to continually grow and improve our country and we should improve our voting rights at the NMB. Give us a chance to vote the American way in this issue. I thank you for your consideration. Debra Montgomery

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: voting rules","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:57 PM
To: Heverling, Angela
Subject: FW: voting rules

From: Bob Anderson [mailto:bob@expeditedmsp.com]
Sent: Wednesday, November 04, 2009 8:55 AM
To: Web OLA Email
Subject: voting rules

Do not change the current rule that require a majority of an entire work group to vote for a union in order for it to be certified. This rule has worked well for years without a problem. Do not fall to the unions demands.

Bob Anderson

Expedited Transportation MSP

612-721-9155

612-721-9192 fax

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Yes to election rule change","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:56 PM
To: Heverling, Angela
Subject: FW: Yes to election rule change

From: Holmes [mailto:jayandcarolholmes@yahoo.com]
Sent: Wednesday, November 04, 2009 8:41 AM

To: Web OLA Email
Subject: Yes to election rule change

It is time - past time - to change airline and rail election rules to mirror the rules that govern every other democratic election—the outcome should be decided by the side that receives the majority of votes cast. Bring fairness to the process. Thank you , Carol Holmes

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Comment about the NMB","

-----Original Message-----

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:56 PM
To: Heverling, Angela
Subject: FW: Comment about the NMB

-----Original Message-----

From: West, Donald
Sent: Wednesday, November 04, 2009 8:30 AM
To: legal@nmb.gov
Subject: FW: Comment about the NMB

-----Original Message-----

From: Betts, Daniel R [mailto:Daniel.R.Betts@delta.com]
Sent: Tuesday, November 03, 2009 2:31 PM
To: West, Donald
Subject: Comment about the NMB

I am appalled by the recent proposed rule change by the NMB. A rule that has been in effect for 75 years is now being changed to favor unions and no longer makes voting fair for employees. The simple thing is, if a majority of employees really wanted a union, they would take the time to vote ""yes."" Now, a minority can vote ""yes"" and make the decision for the majority. That is not how democracy works. Also, there is no ability for employees to opt out of the union which is unfair to those who oppose the union. I implore you to keep the status quo. As I have been told many times, ""If it ain't broke, don't fix it.""

Daniel Betts
Delta Air Lines
Airport Customer Service Dept 125
Dayton, OH
daniel.r.betts@delta.com

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket No. C-6964 Flight simulator technician", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:56 PM
To: Heverling, Angela
Subject: FW: Docket No. C-6964 Flight simulator technician

From: Karin and Marco [mailto:kmmm05@yahoo.com]
Sent: Wednesday, November 04, 2009 1:45 AM
To: Web OLA Email
Subject: Docket No. C-6964 Flight simulator technician

Mary Johnson

General Counsel

National Mediation Board

I have been a flight simulator technician at Delta Airlines for several years, and I am very concerned about your proposed election procedure change for two reasons. The first is that there is no reference of any mechanism that could decertify active union representation under the same standards. The second is that there is presently a great inequality in which a union can influence prospective voters in relation to a company.

Sincerely,

Concerned Employee

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Proposed NMB rule change", "

From: Kish, Karsie

Sent: Wednesday, November 04, 2009 2:56 PM
To: Heverling, Angela
Subject: FW: Proposed NMB rule change

From: doug roberts [mailto:doug-er@pacbell.net]
Sent: Tuesday, November 03, 2009 11:03 PM
To: Web OLA Email
Subject: Proposed NMB rule change

I just wanted to voice my support for the proposed change to the rules governing airline representation elections. So many of the rules and provisions of the Railway Labor Act are antiquated, seem undemocratic and need to be changed. I think the current process of counting a vote as a "no" vote simply because someone chooses not to participate in the election process is simply wrong. The rule change would encourage everyone involved to vote and let the majority of those casting votes to decide the outcome of a representation election. It is a long over due change and I hope the Board will make the necessary updates to accommodate a true one voice one vote process.

Sincerely,

Doug Roberts

65 Buena Vista East

SF, CA 94117

415.864.5741

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: NMB changing? ", "

-----Original Message-----

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:55 PM
To: Heverling, Angela
Subject: FW: NMB changing?

-----Original Message-----

From: Nielsen [mailto:sanjosetown@sbcglobal.net]
Sent: Tuesday, November 03, 2009 9:39 PM
To: Web OLA Email
Cc: Nielsen
Subject: NMB changing?

Get this archaic rule/law changed to reflect the majority voters' right.
Georgia
Nielsen
sanjosetown@sbcglobal.net
Phone-408-926-1068
Cell--408-832-3267
Fax-408-926-1068

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: NMB ", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:55 PM
To: Heverling, Angela
Subject: FW: NMB

From: Mainedears [mailto:mainedears@aol.com]
Sent: Tuesday, November 03, 2009 7:28 PM
To: Web OLA Email
Subject: NMB

Just because I can't always vote does not mean I don't care. It just means something has gotten in the way....please make sure union organizing receives a fair shake--democratize union elections at airlines!

Protect our rights to be heard!

Lynn O'Hara

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: docket no. C-6964","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:55 PM
To: Heverling, Angela
Subject: FW: docket no. C-6964

From: MICHELLE MCKENZIE [mailto:micmacked@bellsouth.net]
Sent: Tuesday, November 03, 2009 7:15 PM
To: Web OLA Email
Subject: docket no. C-6964

I am a Delta flight attendant and I am writing to you to express my dissatisfaction with the proposal that a minority employee group could vote in union representation. Surely the only fair way to have representation or lack there of is to have support of half plus one of the total group you are planning to represent.

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Rule changes","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:55 PM
To: Heverling, Angela
Subject: FW: Rule changes

From: bobbie foger [mailto:jetlaggedtoo@yahoo.com]
Sent: Tuesday, November 03, 2009 5:34 PM
To: Web OLA Email
Subject: Rule changes

To whom it may concern:

I would like to see the rules ammended in union representation so that I may vote under the same standard found everywhere else in our system of democracy. Every person should have the right to vote ""YES"", ""NO"" or abstain all together. If a person abstains from voting that is their choice and should not be considered a ""NO"" vote. If someone feels strongly enough about not having union representation they should have to voice that opinion and vote against it. That is true democracy.

Roberta Foger

Delta Flight Attendant

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket # C-6964","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:54 PM
To: Heverling, Angela
Subject: FW: Docket # C-6964

From: Brian Long [mailto:elprincipitodelasestrellas@yahoo.com]
Sent: Tuesday, November 03, 2009 5:28 PM
To: Web OLA Email
Subject: Docket # C-6964

Dear Obama ...I mean NMB,

If you let that sham of a union, AFA, hold an election to try to unionize Delta flight attendants using the "new and improved" rules after they filed for the vote under the old rules, then we will know just who you are. If you want to stay hidden for just a little while longer, I suggest that you make this sudo-union play by the rules that they filed under.

We are not stupid. This is a clear attempt to promote more dependency on big government. We do not want or need your help. Delta treats us fairly and honestly. Go "help" someone else.

Sincerely,

Most Delta flight attendants

(as represented by ME - I was the only one that voted)

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: majority",

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:54 PM
To: Heverling, Angela
Subject: FW: majority

From: Janet [mailto:janet2@peoplepc.com]
Sent: Tuesday, November 03, 2009 5:02 PM
To: Web OLA Email
Subject: majority

All Delta has to do is get all the FA's to vote. If a union is not wanted, then the majority will vote no, and a union will be voted out. If a union is wanted, the majority will vote yes. Right now, the votes are only counted of those who vote, which is the minority. The people who

don't vote are considered a no vote. Just get all those lazy FA's who don't vote to get out there and vote!! If they don't want a union, then just vote no. How simple is that? Delta knows they will lose if it changes because of all the lackadaisical FA's who don't care.

","Heverling, Angela","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: rule change docket c-6964","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:54 PM
To: Heverling, Angela
Subject: FW: rule change docket c-6964

From: elizabeth nunley [mailto:elizabethnkev@yahoo.com]
Sent: Tuesday, November 03, 2009 4:15 PM
To: Web OLA Email
Cc: elizabethnkev@yahoo.com
Subject: rule change docket c-6964

Dear NMB

I applaud and support the change in voting procedures recently announced. Your Board Chairwoman's argument that the rules should not be change (to keep the status quo simply because it;s been that way for 75 years) Rings of the call for continuation of Slavery by Southerners prior to emancipation of American Slaves. Many thought Slavery should not be changed simply because it had been that way for 300 years.

It appears there are still those that feel some Americans are not entitle to a democratic voting. The very idea of defending an UN-American form of Voting reeks of Corporate Communism. The change should not just be supported we demand it. Its long over due for the NMB to join and catch up with NRRB""S Voting process and indeed that of World oldest democracy The United States Federal Elections.

Sincerely

Elizabeth Nunley

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: C6964", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:53 PM
To: Heverling, Angela
Subject: FW: C6964

From: Ed&Shinji Martin-Kasama [mailto:maplerice@hotmail.com]
Sent: Tuesday, November 03, 2009 4:00 PM
To: Web OLA Email
Subject: C6964

I wish to speak in favor of changing the NMB's rule on union certification elections. I have never understood why those who choose not to vote in an election should hold a veto over those who do. If we do not allow such a veto in elections for our political leaders or for propositions, then we shouldn't allow it in certification votes. We do not allow such a veto in any legislature, so allowing it in a certification vote should not be allowed.

I find the very idea that non voters receiving a veto actually works to favor management. I have seen some material prepared by or for the management of an airline that promotes non voting. The very idea of promoting not voting makes me sick. For the life of me, I can not understand how any American could possibly promote non voting as an option. Vote yes or vote no, but participating is what is important and expressing your opinion in a democratic vote. Not voting is a cowards way out.

Ed Martin
PO Box 354
Blaine, WA 98231

Get a great deal on Windows 7 and see how it works the way you want. See the Windows 7 offers now. <<http://go.microsoft.com/?linkid=9691813>>

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"FW: In support of the change in voting process.", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:53 PM
To: Heverling, Angela
Subject: FW: In support of the change in voting process.

From: P [mailto:perhampton@gmail.com]
Sent: Tuesday, November 03, 2009 3:21 PM
To: Web OLA Email
Subject: In support of the change in voting process.

Dear NMB-

I applaud and support the change in voting procedures recently announced. Your Board Chairwoman's argument that the rules should not be changed (to keep the status quo simply because it's been that way for 75 years) rings of the calls for the continuation of Slavery by Southerners prior to emancipation of American Slaves. Many thought Slavery should not be changed simply because it had been that way for 300 years.

It appears there are still those that feel some Americans are not entitled to a democratic form of voting.

The very idea of defending an UN-democratic, UN-American form of voting reeks of Communism.

The change should not just be supported, we should demand it! It is long over due for the NMB to join and catch up with the NLRB's voting process and indeed that of the world's oldest Democracy, the United States Federal Elections.

Sincerely,

Per Hampton
Los Angeles, Ca.

--

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","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: changes to elections procedures","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:53 PM
To: Heverling, Angela
Subject: FW: changes to elections procedures

From: Sue Jones [mailto:tommie_12@hotmail.com]
Sent: Tuesday, November 03, 2009 3:15 PM
To: Web OLA Email
Subject: changes to elections procedures

I believe that the proposal to change election procedures is the only fair way to go. I sincerely hope this goes through. Thank you! Sue Jones

Hotmail: Trusted email with powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>

","Heverling, Angela","/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket Number C-6964","

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:53 PM
To: Heverling, Angela
Subject: FW: Docket Number C-6964

From: Rhonda Bender [mailto:hawkibender@gmail.com]
Sent: Tuesday, November 03, 2009 3:15 PM
To: Web OLA Email
Subject: Docket Number C-6964

To Whom It Mat Concern:

I am writing in support of the NMB rule change for representation elections for unions. I believe it is the most fair and democratic method available to let each individual's vote be considered. When a ""yes"" is a ""yes"" and a ""no"" is a ""no"", the outcome is clear how the employee feels about union representation. When a no vote is a ""no"", there is no way to tell how the person actually feels. There are many reasons why a person may not vote. Voting is a right and a privilege, not a mandate.

I personally want my say but if I weren't for an unseen reason not able to vote, I would not want it automatically interpreted as a ""no"" for me. It is my understanding that in past elections, no votes were counted as ""no"" because the voting population that was counted included management, deceased persons, inactive employees, and other ineligible people. With the rule change, this cannot occur and the outcome is what it is--fair, representative of those who voted and made their position known, and accurate.

The current rules embrace a veto by silent principle that is not only unfair but undemocratic according to Edward Wytkind. I agree that just because a worker does not vote doesn't mean he or she does not want a union, it just means he or she didn't vote. So with that philosophy in mind, please consider my support of this important rule change in the upcoming Board decision.

Thank you.

Rhonda

Rhonda Bender

515-978-8756 or 515-201-6277

hawkibender@mchsi.com

","Heverling, Angela", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Comment about the NMB", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:52 PM
To: Heverling, Angela
Subject: FW: Comment about the NMB

From: West, Donald On Behalf Of Info Line
Sent: Tuesday, November 03, 2009 2:49 PM
To: legal@nmb.gov
Subject: Comment about the NMB

From: Okun, Susan [mailto:Susan.Okun@delta.com]
Sent: Tuesday, October 27, 2009 3:11 PM
To: West, Donald
Subject: Comment about the NMB

PLEASE FORWARD COMMENTS BELOW TO: Elizabeth Dougherty, Harry Hoglander,
and Linda Puchala

I Oppose the IAM's Request to Change Union Election Voting Rules

The IAM and some other unions are requesting a change to the voting procedures used by the National Mediation Board (NMB) in representation disputes arising under the Railway Labor Act (RLA). We believe that the IAM's request should be rejected.

The current rules require that a majority of all eligible employees submit votes for union representation to get certification. The union wants the NMB to change these rules in their favor. The IAM seeks representation for our entire workgroup based solely on a percentage of the votes actually submitted. This would require only 50% plus 1 vote in favor of union representation in relation to the total number of votes submitted, not the total number of eligible employees. Basically, if only 1000 employees were to submit votes, the IAM would only need 501 of those votes in favor of the union to get certification, even if only a small minority of employees had actually participated in the election process.

Unfortunately, once a union becomes your sole representative, it's nearly impossible to vote it out. The current decertification process requires that a majority of employees vote the union out, which is concurrent to the current certification process. If the IAM's request is approved, that would create a double standard to the election process by making it much more difficult to vote a union out than to certify one.

This union vote will affect all Delta Reservations employees. Even if we don't want union representation, we'll be required to pay their dues if they get certified, with no choice of opting out. Additionally, the union will become the 'middle man' by becoming our sole representative to the Delta management team in all work related issues, including pay, vacation, and other valued benefits.

Delta employees have always enjoyed the freedom of open communication and an exchange of ideas with levels of local and upper management. Please reject the IAM's request to change voting procedures and take away our right to be our own representatives.

Respectfully,

Susan Okun

Susan Okun

Delta Air Lines

Reports Representative

","Heverling, Angela", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: The IAM and Delta airlines", "

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:52 PM
To: Heverling, Angela
Subject: FW: The IAM and Delta airlines

From: West, Donald On Behalf Of Info Line
Sent: Tuesday, November 03, 2009 2:19 PM
To: legal@nmb.gov
Subject: FW: The IAM and Delta airlines

From: William Graves [mailto:wg08171982@yahoo.com]
Sent: Saturday, October 31, 2009 11:10 PM
To: Info Line
Subject: The IAM and Delta airlines

As an employee of the Airline Delta, I am asking that the NMB refuse the rules change request filed by the IAM. The Majority +1 rules for voting in or out a union has worked for 75+ years and I believe the reason for the rules change request is because the IAM knows it can't win under the current rules. I am asking the NMB to force the IAM to except Delta/NWA as one carrier and hold elections at once under the current rules. If the NMB approves the IAM's request for voting rules change from Majority to minority, I ask that similar rules be given to vote out unions. As you know all Airlines are under tight financial strains do to the down economy. The Airlines do not need more strain.

","Heverling, Angela", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Comment about the NMB", "

-----Original Message-----

From: Kish, Karsie
Sent: Wednesday, November 04, 2009 2:51 PM
To: Heverling, Angela
Subject: FW: Comment about the NMB
Importance: High

-----Original Message-----

From: West, Donald
Sent: Tuesday, November 03, 2009 2:16 PM
To: legal@nmb.gov
Subject: FW: Comment about the NMB
Importance: High

-----Original Message-----

From: J Birchfield [mailto:jbirchfield@me.com]
Sent: Tuesday, November 03, 2009 1:51 PM
To: West, Donald
Subject: Comment about the NMB
Importance: High

To Whom It May Concern,

I am VERY upset, at the NMB's decision to open a proceeding to possibly change Union Election procedures. It seems to me that the members that voted for this, are pro-union and are using their personal feelings in reaching a decision. Any person would see that Unions want this change so that a minority of a work-force could implement a union without the majority vote. I am a flight attendant at Delta Air Lines, I have lived through the ineffective rule of the Association of Flight Attendants (AFA) while working for United. The AFA breeds contempt, and hatred between work groups. This is why I left United. We had a election at Delta and the AFA was turned down. NOW out of desperation, they want the rules changed, and the NMB is so blind, that they will entertain the idea.

The NMB, needs to think about what is best for the employees, not what is best for Unions. I am ashamed for the NMB and their personal decision. It seems to me that I am not the only one that feels this way. One of your own members is speaking out against the decision.

You should be ashamed of yourselves as well.

Sincerely,

Robert J Birchfield
", "Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"FW: Docket Number c-6964", "

From: Rick Pritchett [mailto:rickneil612@yahoo.com]
Sent: Wednesday, November 04, 2009 2:13 PM
To: Web OLA Email
Subject: Docket Number c-6964

NMB,

Thank you for the ruling regarding fair and equitable voting rules!
This is as things should have always been.
Sincerely,
Rick Pritchett

", "Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Proposed National Mediation Board Representation Rulemaking", "

-----Original Message-----

From: MGoonen [mailto:goonen@me.com]
Sent: Monday, November 09, 2009 9:33 AM
To: Web OLA Email
Subject: Proposed National Mediation Board Representation Rulemaking

To Whom It May Concern,

I am writing to day to let you aware that I am in SUPPORT of your new
voting rule change. I believe voting will be truly democratic if the
change it made.
Thanks you for your time and efforts in this cause.

Sincerely,

Mary Goonen
Florida Resident
", "Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"
"FW: Docket No C-6964", "

-----Original Message-----

From: valerie manley [mailto:vmanley@hotmail.com]
Sent: Sunday, November 08, 2009 6:56 PM
To: Web OLA Email
Subject: Docket No C-6964

I am in support of changing the voting rule. If not having your vote
count because you did not exercise your right to vote is the rule for
the election of the president than it should be good enough for us.
The rule is outdated and it needs to change. The majority should rule.

Valerie Manley

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"FW: Docket No. C-6964", "I'm going to forward you a few comments I'm
finding in my junk mail folder.

-----Original Message-----

From: Jim Anderson [mailto:JimAnderson@CenturyTel.net]

Sent: Wednesday, November 04, 2009 4:35 PM

To: Web OLA Email

Subject: Docket No. C-6964

Docket No. C-6964

I am writing to express my enthusiastic support for the proposed change.
This is something that should have been done long ago, but better late
than never. We need a fairer, more democratic system than we've had in
the past.

James C. Anderson
1513 Meadowhill Dr.
Mountain Home, AR 72653
870-425-9598

","Heverling, Angela", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=HERVERLING"

"Docket No. C-6964", "December 14, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing, as a spouse to a Delta Air Lines employee, to express my
objection to the National Mediation Board's proposal to change the long-
standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small
fraction of employees, so the fate of an entire workgroup could be
dictated by the decision of a few. I am most concerned that under this
proposal, once a union has been voted in, it might never have to stand
for re-election. If the election rules are changed to what the unions
call a more "democratic" process, the changes must include an equal
opportunity for employees to petition to become non-union if that is
their choice. It's not fair or democratic to make it easier to vote a
union in, and then not allow employees an equal way to change their

minds. I am a new U.S. Citizen and from all I've learned and have been tested on, this just sounds un-American.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in large groups.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after their merger took place. The timing between the appointment of an ex-AFA President to the NMB, the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. Against, this just doesn't seem right and to especially find this happening in the U.S. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against by this delay and left waiting in limbo. They deserve to have representation issues resolved and behind them.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want those employees to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way -- the American way.

Sincerely,

Hilda Sabas Baker
Grand Prairie, TX 75052

","Hil Baker","hilbaker2000@yahoo.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)",""

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions

call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely, Constance Hilton

","Hilton, Constance","Constance.Hilton@delta.com"

"proposed NMB Representation Rulemaking: Docket # C-6964","Date: November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am a Northwest/Delta flight attendant and I am writing to let you know that I am in full support of the NMB's proposed change for how Representation Elections are held under the Railway Labor Act.

To hear the 'opposition' say that the rule change would allow a union to be voted in by a small fraction of employees or by saying the fate of a whole work group could be dictated by the decision of a few is rather humorous. That wouldn't be TRUE if everyone would just VOTE and have that vote counted as yes or no. Since there appears to be passion on both sides of this issue...allow for this updated change to these archaic rules...and then give us the opportunity to VOTE: YES or NO.

Allow us to fairly make a decision about representation in the democratic way of all other major elections.

Thank you for your assistance with this important issue.

Nela Glemming
Flight Attendant
", "hinela@aol.com", "hinela@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

pyxiqk <https://launchpad.net/~cialisforsale> cialis for sale yyowgq cialis for sale <<https://launchpad.net/~cialisforsale>> vmskkt
<https://launchpad.net/~cialisforsale> - cialis for sale kynzcyj [url -
<https://launchpad.net/~cialisforsale> cialis for sale mdtnxh
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<https://launchpad.net/~tadlockcikuiqe1661> - mail order cials iobxjk [url -
<https://launchpad.net/~tadlockcikuiqe1661> mail order cialis

hjcrmb

", "hjcrmb", "petersnecumes1489@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

gziycf <https://launchpad.net/~craseeicili1975> generic cialis overnight
qzgtcv generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
lgnat generic cialis overnight online
<<https://launchpad.net/~craseeicili1975>> ajzlk buy>buy cialis online in
usa <<https://launchpad.net/~freireobiliko1352>> favgmz
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in
usa

hkogxj

","hkogxj","freireobiliko1352@gmail.com"
"document #C-6964","To whom it may concern,
I am writing in regards to the change of the voting system currently in
place. I am an active full time employee at Delta Airlines, I am in favor
of changing the voting system to a majority vote of those who do choose
to vote!!
Thank you for your time.
Sincerely, Kris Hansen

","hnkrs@aol.com","hnkrs@aol.com"
"Re: Proposed NMB Rule Change For Union Representation Elections","I am
in my 25th year with Delta and I am passionate about the proposed rule
change. I strongly believe that this change is not in the best interest
of pre-merger Delta or pre-merger NWA employees, is unethical, and simply
does not make sense. Since unions are supposed to represent all
employees within a specific classification, why would you allow a
minority to decide for everyone? We don't use this voting approach for
anything in America. In addition, representation does not give the
employees an opportunity for another election at some future date which
is also unlike any other election/voting in America. Based on history,
it is essentially impossible to vote out a union. Are you going to
change that rule as well?

It is important to understand that all Delta employees have always been
able to talk to any leader including Richard Anderson. I can tell you
that my employees are very anxious that this rule change will result in
representation. As a leader, I am able to do the right thing for my
employees without a third party's interference. Delta leaders are
expected to make the right decision for each employee given the
circumstances...not a cookie cutter approach.

I was recently on a flight with a Pre-merger NWA crew. One of the flight
attendants asked me why Delta is afraid of unions. I was taken aback -
Delta isn't afraid of unions. I explained that our culture is simply one
where representation is not needed. We make a conscious effort to take
care of our employees and their families. Another flight attendant then
gave me the following scenario and asked how Delta would have handled the
situation.

When her now adult son was seven years old, he was admitted into the hospital due to diabetes. She had a 2 day trip and was not allowed to drop it.

The only question a Delta leader would ask is "do you need a ride to the hospital?" We have the flexibility to do the right thing rather than having a union contract dictate what we can and can not do. If necessary, a supervisor would have covered the trip. I then asked her what the AFA did for her when she was told she was required to work...they did absolutely nothing to help her. The contract is the contract.

I understand that for several years NWA employees have not had a healthy relationship with the management team. They now have the opportunity to work in an environment where each person is treated with dignity and respect and leaders have a vested interest in each individual.

Fourteen months ago, I assumed responsibility for two NWA teams both of which are covered by the clerical union contract. I was a bit concerned because I didn't (and still don't) know the contract so I simply did what I always do. I met with each person individually so I would have an opportunity to learn about them, their families, what they enjoy outside of work, etc. We've had many decisions since then about job opportunities...practice interviews...resume writing. Their jobs are being eliminated, they aren't interested in moving with the work to ATL and they've received zero assistance from the union; however, the union is still from taking their money. That is unethical - at least in my opinion.

Please, please do not change the voting procedure and process.

Margaret Hodge

","Hodge, Margaret R","Margaret.R.Hodge@delta.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Alex Hoekstra
386 S Watertown St
Waupun, WI 53963

","hoekalex@yahoo.com","hoekalex@yahoo.com"
"Docket No. C-6964, Proposed Rulemaking for Representation","CSU-Logo-
JBM-Blue-NEW

December 1, 2009

Dear National Mediation Board Members:

I am writing to support the proposed rule change allowing for union certification when the union receives a majority of the votes cast rather than a majority of the eligible votes. Colorado is a state which has a supermajority rule for elections to approve union security provisions in a collective bargaining contract. Under that state's law, the union must have approval of three-quarters of those voting, or a majority of the eligible votes, whichever number is greater. I conducted a twenty-year study of those elections and found that unions won about two-thirds of their elections. Under a simple majority standard, unions would have won 91 percent. Clearly, a rule requiring an unusually high standard deprives workers of valuable rights in collective bargaining. Moreover, our political system elects officials with a majority of ballots cast, even when that does not result in a majority of the electorate. The NMB should follow commonly understood procedures as does the National Labor Relations Board.

Thank you for your attention.

Hogler-Signature

Raymond L. Hogler

Department of Management

Colorado State University

Fort Collins, CO 80523-1275

970.491.5221

Fulbright Distinguished Chair in Labor Law, 2007

University of Tuscia (Viterbo, Italy)

", "Hogler, Ray", "Ray.Hogler@business.colostate.edu"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Holly S. Elmer

","Holly S. Elmer","holly.elmer@att.net"
"UNION VOTE","RIGHT IS RIGHT IT'S ABOUT TIME AIRLINES & RAIL ROADS USE
FAIR ELECTIONS.

","Hood, Virgil","Virgil.Hood@coair.com"
"Docket Number C-6964","To the NMB Board,

I am a retired Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

My pension and health care depend on it.

Thank You,

Kathleen Dunham
Retired Northwest/Delta F/A

","hopes2@charter.net","hopes2@charter.net"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,

Kelly Hopkins

Slc reservation

","Hopkins, Kelly","Kelly.Hopkins@delta.com"
"vote","To the NMB Board,

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Hosana Wurtz
Northwest/Delta F/A

","hosana wurtz","hosanawurtz@yahoo.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

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The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,

Leslie Purdee
2211 Noel C. Conaway rd
Guyton, GA 31312

", "hounddog59@juno.com", "hounddog59@juno.com"
"Proposed NMB Rule Change For Union Representation Elections", "Please do not approve the proposed change to the union election voting rules. The current system is fair and has worked well for 75 years. These proposed changes allow an opportunity for a very small number of people to make a decision for a very large number of people, and that loophole does not need to exist!"

Thank you,
David Howington
404-210-5847
3420 Rainey Ave
Hapeville, GA 30354

", "Howington, David", "David.Howington@delta.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Eric Hoyt
122 N. Basset St.
Madison, WI 53703

", "hoyteric@gmail.com", "hoyteric@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

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[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

hrxcho

", "hrxcho", "jpdpegboardfrench@gmail.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

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Sincerely,
Hal Seay
21 Chestnut St. #5
Chelsea, MA 02150

","hseay@comcast.net","hseay@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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<https://launchpad.net/~halephloxnu> low cost viagra

hsjqoq

","hsjqoq","addisonbrquotation@gmail.com"
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hubert l. mcclendon

","hubert l. mcclendon","hubert.mcclendon@yahoo.com"
"Voting Rights for the 21st Century","

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Sincerely,
HUGH HOLLOWAY
382 LAMAR CO. LINE RD.
GRIFFIN, GA 30224

", "HUGCUIBT527@YAHOO.COM", "HUGCUIBT527@YAHOO.COM"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Hugh Moore

", "Hugh Moore", "mundana@sbcglobal.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Thank you for your consideration of this matter. It is critical that the proposed election rule changes be adopted at the earliest possible date. It is only fair that the majority of workers actually voting are the ones that determine the outcome of the election. Imagine if our national elections were determined in part by people that stayed home and didnt vote...this is clearly a travesty. Thanks again for your consideration of these important changes.

Ian Reid

","Ian Reid","skicat@gci.net"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Allan York
PO Box 916
Albany, GA 31702

","ibew1531@bellsouth.net","ibew1531@bellsouth.net"
"Voting Rights for the 21st Century","

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Sincerely,
Judith Sheahan
501 Oak Street
Springfield, GA 31329

","ibewjsheahan@bellsouth.net", "ibewjsheahan@bellsouth.net"
"Proposed NMB Representation Rulemaking - Docket # C-6964", "Re: Proposed
NMB Representation Rulemaking - Docket Number - C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, ""The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns...Nowhere in American democracy - other than during a union election in the airline and railroad industry - does and eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority."" It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Lynn Sypniewski

Northwest Airlines Flight Attendant
", "ILUVGCM@aol.com", "ILUVGCM@aol.com"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

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Sincerely,

Lisa Imberi

SLC IMR Lead

","Imberi, Lisa","Lisa.Imberi@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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Cheap sumatriptan. <<http://cheap-sumatriptan.bravehost.com>> More..
<http://cheap-sumatriptan.bravehost.com>

Immorises

","Immorises","bevegopygot@mail.ru"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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imvuyg

", "imvuyg", "stanfordqkaustria@gmail.com"
"FW: Comment about the NMB", "

From: Okun, Susan [mailto:Susan.Okun@delta.com]
Sent: Tuesday, October 27, 2009 3:11 PM
To: West, Donald
Subject: Comment about the NMB

PLEASE FORWARD COMMENTS BELOW TO: Elizabeth Dougherty, Harry Hoglander, and Linda Puchala

I Oppose the IAM's Request to Change Union Election Voting Rules

The IAM and some other unions are requesting a change to the voting procedures used by the National Mediation Board (NMB) in representation disputes arising under the Railway Labor Act (RLA). We believe that the IAM's request should be rejected.

The current rules require that a majority of all eligible employees submit votes for union representation to get certification. The union

wants the NMB to change these rules in their favor. The IAM seeks representation for our entire workgroup based solely on a percentage of the votes actually submitted. This would require only 50% plus 1 vote in favor of union representation in relation to the total number of votes submitted, not the total number of eligible employees. Basically, if only 1000 employees were to submit votes, the IAM would only need 501 of those votes in favor of the union to get certification, even if only a small minority of employees had actually participated in the election process.

Unfortunately, once a union becomes your sole representative, it's nearly impossible to vote it out. The current decertification process requires that a majority of employees vote the union out, which is concurrent to the current certification process. If the IAM's request is approved, that would create a double standard to the election process by making it much more difficult to vote a union out than to certify one.

This union vote will affect all Delta Reservations employees. Even if we don't want union representation, we'll be required to pay their dues if they get certified, with no choice of opting out. Additionally, the union will become the 'middle man' by becoming our sole representative to the Delta management team in all work related issues, including pay, vacation, and other valued benefits.

Delta employees have always enjoyed the freedom of open communication and an exchange of ideas with levels of local and upper management. Please reject the IAM's request to change voting procedures and take away our right to be our own representatives.

Respectfully,

Susan Okun

Susan Okun

Delta Air Lines

Reports Representative

", "West, Donald", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"

"FW: Voting Procedures Comment", "

From: West, Donald On Behalf Of Info Line
Sent: Wednesday, October 28, 2009 8:35 AM
To: Johnson, Mary
Subject: Voting Procedures Comment

Mary: Please forward to the Board Members if you think it is appropriate. Thanks.

From: Okun, Susan [mailto:Susan.Okun@delta.com]
Sent: Tuesday, October 27, 2009 3:11 PM
To: West, Donald
Subject: Comment about the NMB

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","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: The IAM and Delta airlines","

From: William Graves [mailto:wg08171982@yahoo.com]
Sent: Saturday, October 31, 2009 11:10 PM
To: Info Line
Subject: The IAM and Delta airlines

As an employee of the Airline Delta, I am asking that the NMB refuse the rules change request filed by the IAM. The Majority +1 rules for voting in or out a union has worked for 75+ years and I believe the reason for the rules change request is because the IAM knows it can't win under the current rules. I am asking the NMB to force the IAM to except Delta/NWA as one carrer and hold elections at once under the current rules. If the NMB approves the IAM's request for voting rules change from Majority to minority, I ask that simaler rules be given to vote out unions. As you know all Airlines are under tight financel strains do to the down economy. The Airlines do not need more strain.

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: Comment about the NMB","

-----Original Message-----

From: J Birchfield [mailto:jbirchfield@me.com]
Sent: Tuesday, November 03, 2009 1:51 PM
To: West, Donald
Subject: Comment about the NMB
Importance: High

To Whom It May Concern,

I am VERY upset, at the NMB's decision to open a proceeding to possibly change Union Election procedures. It seems to me that the members that voted for this, are pro-union and are using their personal feelings in reaching a decision. Any person would see that Unions want this change so that a minority of a work-force could implement a union without the majority vote. I am a flight attendant at Delta Air Lines, I have lived through the ineffective rule of the Association of Flight Attendants (AFA) while working for United. The AFA breeds contempt, and hatred between work groups. This is why I left United. We had a election at Delta and the AFA was turned down. NOW out of desperation, they want the rules changed, and the NMB is so blind, that they will entertain the idea.

The NMB, needs to think about what is best for the employees, not what is best for Unions. I am ashamed for the NMB and their personal decision. It seems to me that I am not the only one that feels this way. One of your own members is speaking out against the decision.

You should be ashamed of yourselves as well.

Sincerely,

Robert J Birchfield
","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"

"FW: Union voting rule changes",

From: Eskelson, Julie [mailto:Julie.Eskelson@delta.com]
Sent: Tuesday, November 03, 2009 6:16 PM
To: Info Line
Cc: Hinerman, Connie
Subject: Union voting rule changes

To whom it may concern,

I would plead with you not to change the voting rules. With our current economic times I would hope you would take public comments on this issue. I am a single mother who is struggling with my finance and could not afford to pay union dues. I have worked for Delta for 22 years and have never once needed union representation. Please allow everyone who is effected make their voice known in an election not just a few. If I am forced to pay union dues it would be a hardship and possible force me to get a second job. Let my voice be heard and allow my vote to counted.

Julie Eskelson

Delta Airlines-Salt Lake Reservations

Customer Support Supervisor-Lead

Complaint Resolution Official

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"

"Voting Proposal Hearing", "Thanks Jennifer for your feedback. Your email will be passed on for future consideration to those involved in making the arrangements for the Hearing.

From: Michels, Jennifer [mailto:Jennifer_Michels@aviationweek.com]
Sent: Thursday, December 10, 2009 11:12 AM
To: Info Line
Subject: RE: Photos from Monday's hearing?

Thank you, I did find out the IAM hired the photographer. My story also got bumped because of much hotter news on the 787, etc.

By the way, I understand Ted Reed spoke to you about my hassles in getting into the hearing.

Just wanted you to know it was not my intention for him to get involved, I thought I was just chatting with him as a colleague about how I and John Hughes at Bloomberg were stopped by security.

I missed the beginning of the hearing because no one could find my name on the list (an NMB staffer eventually remembered that I was on the list, so she escorted me upstairs, where it turns out I was on a list upstairs for a reserved seat).

But I would like to formally complain to you that journalists should not have to RSVP in the first place to a public meeting. I showed the security my press pass, issued by the Senate Periodical Press Gallery that gets me into every government building in Washington, including the Capitol and House and Senate, and the people at the front desk there in the lobby just laughed at me and said, no, I don't think so.

This is unacceptable and I hope the NMB will consider this for the future. The working press must be allowed to cover an open meeting regardless of any supposed space constraints. If that means training security or other staff, then that needs to be done.

Thanks for listening.

This may need to be pursued further to ensure it does not happen again.

Jennifer Michels

Deputy Managing Editor

Aviation Week

jennifer_michels@aviationweek.com

202-383-2377

From: West, Donald [<mailto:WEST@nmb.gov>] On Behalf Of Info Line

Sent: Thursday, December 10, 2009 10:46 AM
To: Michels, Jennifer
Subject: Photos from Monday's hearing?

Jennifer: The NMB did not have a photographer there, but some unions did.

From: Michels, Jennifer [mailto:Jennifer_Michels@aviationweek.com]
Sent: Wednesday, December 09, 2009 12:35 PM
To: Info Line
Subject: Photos from Monday's hearing?

Hello NMB,

I am desperately trying to find photos to run in Aviation Week & Space Technology magazine to go with my story on Monday's meeting.

I've been trying to get photos from unions, but I just realized you had a photographer there. Can we have a shot from the hearing?

This lays out tomorrow.

Thanks for your help.

Jennifer Michels

Deputy Managing Editor

Aviation Week

jennifer_michels@aviationweek.com

202-383-2377

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The information contained in this message is intended only for the recipient, and may be a confidential attorney-client communication or may otherwise be privileged and confidential and protected from disclosure. If the reader of this message is not the intended recipient, or an employee or agent responsible for delivering this message to the intended recipient, please be aware that any dissemination or copying of this communication is strictly prohibited. If you have received this communication in error, please immediately notify us by replying to the message and deleting it from your computer. The McGraw-Hill Companies, Inc. reserves the right, subject to applicable local law, to monitor and review the content of any electronic message or information sent to or from McGraw-Hill employee e-mail addresses without informing the sender or recipient of the message.

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: docket 6964","

-----Original Message-----

From: t alberto [mailto:tomalberto@yahoo.com]
Sent: Wednesday, November 25, 2009 2:48 PM
To: Info Line
Subject: docket 6964

To whom it may Concern

I am writing to support the proposed changes to the voting process for union representation. A person who chooses not to vote in an election should have their vote counted as a nothing vote. Just like in any other national election you can vote YES or NO but if you choose not to vote, you have given up your right to participate in that election. If people

feel strongly one way or the other they should have to actively participate in the process in order for their vote to count. By not actively voting their vote should not default to yes or no, it's just a nothing vote. Thank you for your time. Tom Alberto

","West, Donald", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: Delta Air lines Union Vote", "

From: Watters, Bill [mailto:Bill.Watters@delta.com]
Sent: Thursday, November 26, 2009 7:39 AM
To: Info Line
Subject: Delta Air lines Union Vote
Importance: High

Dear Sir or Madam;

I have worked for Delta Air Lines for over 24 years. I have been able to enjoy good wages and benefits without paying a union to represent me. Our merger with Northwest is almost complete and the unions, who have previously filed for representation votes under the old rules, are holding up the process. The majority of the merger work was done before the suggestion to change the election rules. I would like to see our vote handled under the existing rules to expedite our process and allow former Northwest employees to enjoy the wages and benefits we have at Delta.

I also think it is very unfair that a majority of ALL employees will not be used. If we have 30,000 employees, then 15,001 should have to vote yes. It is also unfair that those who do not wish to have a union are forced to pay for something they do not want.

Please handle our vote under the old rules and get this mess over with!

Thank You!

Bill Watters

Delta Air Lines

Pittsburgh, PA

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: Rule would boost Union Organizing","

From: Cheryl Gella [mailto:clgella@msn.com]
Sent: Saturday, November 21, 2009 1:29 AM
To: Info Line
Subject: Rule would boost Union Organizing

To whom it may concern,

I like the new proposed rule, that is if a majority of voting workers favor organizing, then workers would have an easier time forming a union. The workers who do not vote will NOT be counted. Only the workers who vote will be counted. That is democracy. That is what happens in a city, county, state or national election.

Too many workers do not want to participate in the process because they feel the company will fire them.

Thank You,

Cheryl Gella

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: Proposed NMB Rule Change for Union Representation Elections (Docket
No. C-6964)","

From: Gosselin, LouiseMarie [mailto:LouiseMarie.Gosselin@delta.com]
Sent: Friday, November 20, 2009 10:48 AM
To: Info Line
Subject: RE: Proposed NMB Rule Change for Union Representation Elections
(Docket No. C-6964)

Attn: Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections. I am employed by Delta Airlines in Atlanta and this ruling will effect a majority of the Northwest and Delta Employees.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and

airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Louise Gosselin

Delta Airlines Employee

270 Brentwood Dr

Newnan, GA 30263

","West, Donald","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: I favor the voting rule changes","

From: karl reinhold [mailto:kroy9123@yahoo.com]
Sent: Sunday, November 08, 2009 10:43 AM
To: Info Line
Subject: I favor the voting rule changes

For the record:

I am an airline employee who is employed by Delta and I support the NMB changes regarding voting.

Feel free to contact me if you would like my input on the matter. Delta #00723563300.

Sincerely,

Karl Reinhold

po box 385

Waterloo, il 62298

", "West, Donald", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"FW: We say yes to the New Voting Rules!",""

From: Me Too [mailto:junkmail2061@hotmail.com]
Sent: Friday, November 06, 2009 11:10 PM
To: Info Line
Subject: We say yes to the New Voting Rules!

Hi,
I a flight attendants who works for Delta and am tired of being stopped
from having a Union. We are looking forward to your help with the voting
rules.
Thank you!

Find the right PC with Windows 7 and Windows Live. Learn more.
<http://www.microsoft.com/Windows/pc-scout/laptop-set-criteria.aspx?cbid=wl&filt=200,2400,10,19,1,3,1,7,50,650,2,12,0,1000&cat=1,2,3,4,5,6&brands=5,6,7,8,9,10,11,12,13,14,15,16&addf=4,5,9&ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_evergreen2:112009>

", "West, Donald", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"Docket No. C-6964", "
Dear NMB Members,

I am writing to express support for the National Mediation Board's
proposal to change the long-standing voting rules for representation
elections.

The proposed rule change would allow a union member to vote in a
democratic process, so the voice of the active employees that are for or
against will be truly heard. The change would update process to mirror
every other democratic voting process being held today. Election results
should be determined by the actual votes cast in a contest. Counting
non-voters as ""no"" votes is absolutely not fair to the democratic
process. If other elections were conducted by these rules, no
proposition/initiative/issue would ever pass.

Please implement the proposed rule change for union representation
elections. Thank you.

Ingemar Gaedeke

", "Ingemar Gaedeke", "Ingemar_Gaedeke@colpal.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

?????? ?????? <<http://ci2s.org/viagura.htm>> ?????? ??????
<<http://ci2s.org/viagura.htm>>

ingexiaiodyny

", "ingexiaiodyny", "peegmedly@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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IRVIN COMBS

", "IRVIN COMBS", "IRVIN.COMBS@DELTA.COM"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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xilhjx <http://www.playlist.com/blog/entry/12644389379> generic lexapro pills dautzg generic lexapro <<http://www.playlist.com/blog/entry/12644389379>> quzadh generic lexapro pills <<http://www.playlist.com/blog/entry/12644389379>> fkhcbe imitrex>imitrex generic online <<http://www.playlist.com/blog/entry/12644389635>> wlrigrx buy>buy levitra <<http://www.playlist.com/blog/entry/12648811011>> zphhxo [url]<http://www.archive.org/details/BuyLevitraOnlineNow>[/url] buy levitra

iszjpu

", "iszjpu", "margaretnbelcher@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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mwiyhk <https://launchpad.net/~addisonbrquotation> viagra pills for sale lpthhb viagra pills for sale <<https://launchpad.net/~addisonbrquotation>> hwmechf viagra pills for sale <<https://launchpad.net/~addisonbrquotation>> rtxjhg cost>cost of viagra <<https://launchpad.net/~mcgreevycolunynyt1348>> uqjeqf low>low cost viagra <<https://launchpad.net/~halephloxnu>> sldony [url]<https://launchpad.net/~halephloxnu>[/url] low cost viagra

itadxp

", "itadxp", "mcgreevycolunynyt1348@gmail.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the

National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Jack Clower
32
5011 Maroney Mill Rd.
Douglasville, GA 30134

","iuec32br@aol.com","iuec32br@aol.com"
"Voting Rights for the 21st Century",

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Sincerely,
Kevin Moody
2016 Big Cypress Lane
Locust Grove, GA 30248

","iuec32kevin@aol.com", "iuec32kevin@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Ivan Calderon Jr.

","Ivan Calderon Jr.", "Tekkbrown@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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ivan hankins

","ivan hankins","ivan.hankins@nwa.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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szwaqk <https://launchpad.net/~craseeicili1975> generic cialis overnight
vcjgtg generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
hkydbu <https://launchpad.net/~craseeicili1975> - generic cialis overnight
sppmon [url - <https://launchpad.net/~craseeicili1975> generic cialis
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online in usa agdtfj buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> jjlski
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in usa

iwnucv

","iwnucv","craseeicili1975@gmail.com"

"Voting Rights for the 21st Century","

Member Linda Puchala

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Sincerely,
isidro cabrera
2662 e woodland cir
east point, GA 30344

","izcab68@yahoo.com","izcab68@yahoo.com"
"Fw: Docket #C-6964 Union voting", "

Dear National Mediation Board:

I am writing to you in support of changing the union voting rules which would no longer allow a vote that was not cast to be counted as a "no" vote. This rule has long favored the company in which the union is trying to form instead of allowing a fair, impartial voting procedure. Please move forward in changing this unfair rule.

Thank you,

Julia P. Cramer

","J Cramer","cramerutah@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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J E Howell

","J E Howell","h389@mindspring.com"

,"Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation
Elections (Docket No. C-6964)

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in full support of the NMB's proposed rule change in how Representational Elections are held under the Railway Labor Act to a more democratic YES/NO voting process.

Currently, only those employees who fall under the Railway Labor Act are subject to elections where all votes start off as ""no"" votes, where those who choose to sit out an election and not vote are counted as ""no"" votes. The choice of abstention is taken away. This is undemocratic and gives companies an unfair advantage with which to fight the unionization effort.

Please change this voting rule as soon as possible and allow those governed by the Railway Labor Act to finally have fair

and democratic union representation elections.

Thank you,
Janet M. Hastrich
Delta Airlines
EMP # 230308

","J Hastrich","netjanone@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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J Howell

","J Howell","h389@mindspring.com"
"Docket Number C-6964","I am writing this message to encourage the National Mediation Board to create fair rules in union elections by making the rule that 50% of VOTERS constitutes the decision of a union vote. I cannot think of anywhere else in this country, government or private sector, in which an election result is based on total POTENTIAL voters rather than total ACTUAL voters. If someone does not care to vote, one generally assumes they don't care either way. The current rule is wrong to imply that a lack of a vote means a no vote. The result should only be based on those who care enough to vote.

Furthermore, it appears that companies may have unfairly included in their total employee count employees that do not qualify, such as inactive (laid off) employees, or perhaps even former employees. The best way to assure fairness is to count actual ballots and have the result based on a majority of the ballots actually cast.

Finally, the companies who are claiming ""nothing has changed to justify a rule change"" offer a pointless statement with that claim. The rule has always been unjust; merely because it always existed doesn't make it right.

It is time to make a rule that causes elections to be decided in the same way they are decided in every other election in the nation: by the majority of those who actually vote! Please correct this serious

injustice.

J Lee Harshbarger
1376 McCarthy Court
Ypsilanti, MI 48198-6634

","J Lee Harshbarger","penguintown@earthlink.net"
"Re: docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Janet Reed
Retired Delta Air Lines

","J REED","jdreed2@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Jaci Riviere

","Jaci Riviere","rivsofgig@comcast.net"
"c-6964","Dear respected members of the National Mediation Board,

My name is Jack Dafoe and I am a Flight Attendant for the new Delta Airlines. I want to commend your decision on the latest ruling to have every worker have a voice if they desire or deny union representation. I never understood how if somebody did not vote it would count as a "no vote." I believe this undermines our democratic principles and suppresses individuals who feel intimidated or possibly threatened by their employer. I commend your decision not as a pro-union member or as an anti-union member, I commend your decision because it gives the opportunity for people to truly voice their beliefs on a fair foundation.

Management of my employer is against this decision and has expressed that we do not need to change the old ruling and it has been in place for over seventy five years. I believe this is overvaluing continuity over change. Sometimes it is necessary to change certain laws and progress. We live in a wonderful country that values democracy and our constitution, laws, and way of life is ever elastic. We constantly strive to improve the system and if we were to fall in that trap to not change things if necessary than we the people fail the system.

I challenge individuals that feel that we should not change the ruling because it has been in place for over seventy five years. In seventy five years this country experienced the tyranny of Jim Crow laws, women

were just granted the right to vote, homosexuality was illegal and the right to unionize had many barriers. There were many people during these challenges that did not want these things to change because it had been the way of life for years. I only use these examples of how we have overcome many unfair practices via our elastic principles.

I am requesting that the National Mediation Board adhere to the current ruling and continue to strive and encourage fair democratic principles such as a vote counts per choice and not lack of participation. I want to thank you for your dedication and taking the time to read my email.

Sincerely,

Jack Dafoe

","Jack Dafoe","jack_dafoe@yahoo.com"

"Delta Flight Attendant Representation IVoting Rule; Docket C-6964","Dear Ms. Dougherty,

My name is Karen Jack and I am employed as a flight attendant with Delta Airlines. I absolutely love my profession. I'm writing to you to notify you that I am in favor of the proposed change to the representation voting rule. I definitely support a Yes/No ballot. I plan to participate in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. I want to thank you, in advance, for hearing my voice.

Warm regards,

Karen Jack

Delta Airlines

","jackkml@comcast.net","jackkml@comcast.net"

"Docket Number C-6964","I'm a flight attendant for Delta Airlines. I'm in favor of the proposed change to the voting process which will count only the votes that are cast. This is in line with every other election process I can think of. To pre-assign a non-vote as either ""yes"" or ""no"" is ridiculous.

Jacque Drew

117076 MSP

","Jacque Drew","jrdrew@bevcomm.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Jacqueline A. True

","Jacqueline A. True","jtrue@iamaw.org"
"comment on the proposed rule change....","Dear National Mediation Board,

My name is Jacqueline Deal and I am a flight attendant for Northwest/Delta Airlines. I am writing to express my support and tell you that I am fully in favor of the proposed changes to the representational election rules. I would like a yes/no ballot and believe it is more fair and democratic. You have my full support on this rule change. After all, it really is'nt democratic if all the absentees (votes that are not even cast) count as if they are 'no' votes. I applaud you for this change!

Thank you,

Jacqueline Deal
155 Madelon Dr.
Belleville, MI. 48111
(734) 699-0575
","Jacqueline Deal","jdeal.1@sbcglobal.net"
"docket number C 6964 ","Please change the rules so that workers have a fair route to gain a voice in the workplace!

Jackie Traynere

National Organizer

(630) 240-9178 mobile

(630) 839-0129 fax

""To dare is to do. To fear is to fail.""

","Jacqueline Traynere","TRAYNJ@afge.org"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Maureen Friend
1811 Maple St.
Middleton, WI 53562

","jafriend@wisc.edu","jafriend@wisc.edu"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jaime B Winslow

","Jaime B Winslow","jbwinslowhd@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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ysgvvi <https://launchpad.net/~textorobipan1563> best price levitra wybtmk
best price levitra <<https://launchpad.net/~textorobipan1563>> uftuca best
price levitra <<https://launchpad.net/~textorobipan1563>> siyvhd buy>buy
levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> oflkux
[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

jajrkm

","jajrkm","jpdpegboardfrench@gmail.com"
"Airline workers' unions C 6964","Hello,

I am in favor of and support a rule change that will ensure airline workers(and others) have a chance at a fair and democratic union election. This is regarding docket number C 6964.

Thank you.

--
Jake DaSilva
Graduate Assistant
School of Library and Information Studies
University of Alabama

","Jake DaSilva","jake.dasilva6@gmail.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jay Gold
3100 Lake Mendota Dr. #705
Madison, WI 53705

","jalex@chorus.net","jalex@chorus.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I totally agree about the NMB's proposed change to the NMB's Election Rules. I believe in the fair voting way of casting either yes or no votes! It's the only fair way to decide on any voting matter.

James A, Smith

","James A, Smith","acerjim@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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James A Beri

","James A Beri","pmhiloman@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thank you for considering this change.

James Barnes

","James Barnes","jimy david@gmail.com"
"","

Please leave the rules in place that have worked for decades.

","James Cobler","james@vacationsarethebest.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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James D Wallace

","James D Wallace","contrails4@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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We can't wait any longer. In the name of fairness the rules must be changed.

James E. Brown

","James E. Brown","jbbrownret@centurytel.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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James Fitzgerald

","James Fitzgerald","jimmyjado@charter.net"
"Re. Docket No. C-6964","To: The National Mediation Board:

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James L Schmidt

","James L Schmidt","jim1628@gmail.com"

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It is about time that the NMB puts some brevity in our archaic and outdated system of Union election and certification procedures that would align all Transportation employees with the rest of the country.

James M. Samuel

","James M. Samuel","jsamuel@iamdl142.org"

"Re. Docket No. C-6964","To: The National Mediation Board:

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James McHaley

", "James McHaley", "jjm9966@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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James Paris

", "James Paris", "j.paris@cox.net"

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james s. Mata

", "james s. Mata", "jsmex54@yahoo.com"

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james t shelley

", "james t shelley", "jshelleyia@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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James Trowbridge

", "James Trowbridge", "ziffelt@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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james vandewalker

","james vandewalker","jmvrocks@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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James williams

","James williams","James.Williams@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Fair is Fair. Thank You for your considerations and concern.

James Winfield

","James Winfield","jwinfield6@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Jamie Werdier

","Jamie Werdier","nycon1@hotmail.com"
"Docket Number C-6964","To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change to how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted ""no"". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You in advance,

Jamie Abbenhaus

Northwest/Delta F/A

","Jamie Abbenhaus","jeabbe@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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Jamie Lynn Fallen

","Jamie Lynn Fallen","fallen.jamie@yahoo.com"
"Objection to National Mediation Board's proposal","Attention: Docket number No. C-696

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank you
Jan Smith
404-803-4303

","Jan","janlouise07@gmail.com"
"majority rules!","That's all I have to say. Majority rules. What if Congress or the President could be elected by only a handful? Majority rules. Enough said.

Jan Councill
jmcouncill@mindspring.com
EarthLink Revolves Around You.

","Jan Councill","jmcouncill@mindspring.com"
"Docket C-6964","To whom it may concern:

As a union member and an American, I am grateful that the NMB is considering this rule change that would allow for a YES/NO vote in a union representational election. To me, it is the only fair and democratic way to hold an election, and I do not know why this rule change hasn't already been made.

Please consider my opinion when making your final determination about this proposed change:

A YES/NO VOTE is the only fair way to conduct an election, and this change should be implemented.

Thank you,

Jan T. McCarthy
921 Millwood Road
Great Falls, VA 22066-2308
janmccarthy@cox.net

","Jan McCarthy","janmccarthy@cox.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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jan r. kabat

","jan r. kabat","cardinals6893@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jan Sparks

","Jan Sparks","jwilberding7256@aol.com"
"Re: Proposed NMB Representation Rulemaking-Docket Number C-
6964","November 30, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member

Dear NMB Members,

I am writing to express my full support for this proposed change. The Board's current election procedure is contrary to the basic principles of democratic elections in this country.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in the airline and railroad union elections.

Respectfully,

Janis Traxler
Northwest/Delta Airlines
Flight Attendant

","Jan Traxler","jtrax@cox.net"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jan Van Tol
20 N. Franklin St.
Madison, WI 53703

","jan@spiny.com","jan@spiny.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jane E. Pond

","Jane E. Pond","skyscoot@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jane Templin

","Jane Templin","janet@laett.com"
"Docket No. C-6964","
12Dec2009

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Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
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(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's

not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Janet Moreau
Mandeville, Louisiana

","Janet A. Moreau","jamoreau@charter.net"
"Proposed NMB Rule Change For Union Representation Elections","Elizabeth
Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Sincerely,

Janet Anderson
Delta Flight Attendant
33 Years

","Janet Anderson","jaa3mmm@gmail.com"

"fair vote","Let's just get this over with!!!! A vote is a vote. A yes or a no, one vote is all that counts!

Janet Archambault

NWA fa

","Janet Archambault","janet42@gmail.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,

Janet Cornia

1288 W Gordon Ave

Layton UT 84041

","Janet Cornia","janet.cornia@ubcus.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The majority of actual votes cast should decide the election results. Counting non voting members votes as a no vote is actually a way to have

a tainted election, If you can intimidate a person not to go vote, you can count that as a no vote under current rules. The current system does not create a fair and equal voting system

Janet Polta

","Janet Polta","jpolta@q.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,
Janet Shafizadeh

<<http://deltaproud.org/images/shim.gif>>

","Janet Shafizadeh","janetshaf@gmail.com"
"Docket Number C-6964", "
To the NMB Board,

I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize. I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Janet Thompson Moeller
Northwest Airlines
Minneapolis, MN
<mailto:sjcoleman32@charter.net>

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now. <<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>
","Janet Thompson Moeller","jttemplanner@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Janice Sisco

", "Janice Sisco", "jsisco333@gmail.com"

"Docket No. C-6964", "Please know that I am hoping for a change to the archaic rule where a non-vote from an employee would equate to a no vote.

I am hoping that the NMB addresses this issue, which is not democratic, by changing the old rule to fit a more democratic model. If an employee wants to participate in the vote then all they need to do is show up.

Management has been interfering and intimidating for years and I believe changing this old rule will help eliminate that practice.

Regards,

Janis L. Ahern

", "Janis Ahern", "wyopeaks@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Janis E Marullo

", "Janis E Marullo", "jmarullo39@hotmail.com"

"RLA Votin Proposal Change", "To the NMB Board, I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted ""no"". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization efforts to organize. I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under

the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint. Thank You, Janis Taylor, Northwest/Delta F/A , janis-taylor@sbcglobal.net
", "Janis Taylor", "janis-taylor@sbcglobal.net"
"Proposed NMB Representation Rulemaking",
November 19, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,
I am in full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair. At present the current rules encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a "NO" vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is wrong for eligible voters to choose not to participate in the democratic process, yet have his or her silence count as a "NO" vote.

The current, antiquated rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which is that the winner of an election is the side that gets the most votes. Not by

allowing the outcome to those not interested in exercising their democratic right to vote.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Jannifer Benko
Northwest/Delta Air Lines
Flight Attendant

", "Jannifer", "jannifer@ecloquet.com"
"Fair Vote", "Dear NMB Board,

My name is Jarrod Anderson and I am a Delta flight attendant. I want to say ""thank you"" for changing rules to allow for a fair and democratic vote. Having been through previous Delta representational elections where many of my co-workers who chose not to vote were automatically counted as voting ""no"" did nothing to help those of us who fought hard for representation. As you know, there were hundreds, if not thousands of people who were on leaves with no expectation to return to work who did not vote and of course managements ""Give it a Rip, Don't Click, Don't Dial"" campaign which told flight attendants to ignore the vote. Our V.P. of Inflight told the flight attendants in an expensive video sent to all flight attendants homes to ""Simply do nothing....Let the silence be deafening."" As an African-American male it reminds me of the horrific history of our country where people like myself were not allowed fairness and equal rights. I am glad that you are willing to stand up and change this so that ALL people can be treated with equality. God bless you all and the democracy on which our country was built.

Sincerely,

Jarrold Anderson
", "jarrod567@aol.com", "jarrod567@aol.com"
"Docket Number C-6964", "I am a Northwest Flight Attendant and am writing to you to let you know that I support A Fair Election

Gwen Granquist
", "Jason Granquist", "gwenandgranny@msn.com"
"Union voting rule change", "December 24, 2009

NATIONAL MEDIATION BOARD
1301 K Street NW, Suite 250 East
Washington, DC 20005-7011

RE: Docket Number C-6964

Dear National Mediation Board Members:

After reading many of the comments submitted to the public record regarding the proposed change to the way ballots are counted, I feel compelled to write you with a comment. Many respondents wrote with utter nonsense that the rule change would "allow a union to be voted in by a small fraction of employees, so the fate of the entire work group could be dictated by the decision of a few." This argument was taken from the book of bogus! The argument is bogus because ALL employees will have the CHOICE to participate and vote YES or NO. We all have choices in life, and if people are lazy and choose not to participate in the democratic process, that is a choice they make. People who choose not to participate really cannot complain about the outcome. This applies to public elections. For example, should people complain about who was elected President when they didn't vote and they had a chance to vote? If employees can vote for or against on the ballot, it is impossible for the union to be "voted in by a small fraction of employees," no, it would be voted in by those who CHOOSE to engage in the democratic process by taking the time to vote.

The current rule is outdated and I support the proposed change. The argument that the rule has worked in the past is extremely weak. Things change. To live based on old rules that are never updated would have us still using leaded gasoline, not using seatbelts, our babies' toys would be painted with lead and we'd have segregated schools. Times change and government rules must keep up. It is that time—the time to update this NMB rule!

I am a fourteen year employee of a major U.S. airline who saw management at the airline encourage employee to "tear up" the ballot in a prior election because they knew it would be counted as NO. The current rule is unfair. Let's change the outdated policy and put fairness in union elections! With kind regards, I am

Sincerely yours,

Jason Kent Sears, B.S.

North Carolina

","Jason Kent Sears","jasonksears@msn.com"
"Proposed NMB Rule Change For Union Representation Elections ","
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Jason LeTourneau

", "Jason LeTourneau", "jmletourneau@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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jason s. wolgemuth

", "jason s. wolgemuth", "jwolge3330@aol.com"
"Docket number No. C-6964 ", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

Jay D. Parsley
2890 Stilesboro Ridge Way NW
Kennesaw, GA 30152

,"Jay D Parsley","imadalfa2@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jay E Miller

","Jay E Miller","jaymille@iupui.edu"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jay Gilliam

","Jay Gilliam","gilliamjay@bellsouth.net"
"Proposed NMB Representation Rulemaking -- Docket Number C-
6964","November 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

Thank you for the opportunity to write to you and comment on the proposed change to union elections concerning the Railway Labor Act. I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that airline and railroad industry employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the Transportation Trades Department, AFL-CIO stated in their petition for this change, "The current voting procedures are fundamentally unfair

and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority."

It is inconceivable that anyone would presume to decide the will of a non-voter. The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

My coworkers and I experienced this activity this first-hand in the union elections at Compass Airlines in 2007 and 2009.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Jay Krohn, Flight Attendant
Minneapolis, Minnesota

","Jay Krohn","jayekrohn@gmail.com"
"C-6964","I am writing to express my enthusiastic support for this proposed rule change, which is much more democratic and is long overdue. Thank you for your consideration of my remarks.

Sincerely,

Jay Robinson

","Jay Robinson","max_flava@yahoo.com"
"Docket Number C-6964","

-----Original Message-----
From: jde8675309@aol.com
To: legal@nmb.gov
Sent: Wed, Nov 11, 2009 4:41 pm
Subject: Rule change

To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Jenilyn Engebretson
Northwest/Delta F/A

","jde8675309@aol.com", "jde8675309@aol.com"
"I am fully in favor.....", "To the members of the National Mediation Board,

My name is Jacqueline Deal and I am a Delta/Northwest flight attendant. I am writing to express my opinion on the proposed change to the representational voting rules. I am fully in favor of the proposed change and support a yes/no ballot. It's the most fair and democratic way to settle representational issues and you have my full support. Thank you.

","jdeal.1@sbcglobal.net", "jdeal.1@sbcglobal.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

its time to bring the elections to be current with everything else in the us.....a vote is a vote..yes is yes..no is no..and dont go to vote is you dont care to vote...not ""no"" thank you

Jean F De Piano

","Jean F De Piano","jeande@optonline.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jean Busch

","Jean Busch","jmtb1@comcast.net"
"Docket No. C-6964","To whom it may concern:

As a Flight Attendant with Northwest/Delta for 25 years I am in FAVOR of the change with a yes/no vote. The old way was undemocratic and archaic. Please allow this change to go through. Thank you

Jean Katopodis
","Jean Katopodis","jeanpkatopodis@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jean Ritchey

","Jean Ritchey","barjmr1@sbcglobal.net"
," Vote no union

FREE Christmas Animations for your email - by IncrediMail! Click Here!
<<http://www.incredimail.com/?id=604004&rui=113986003>>
","jeanette","jeanettechappell@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I can't believe this kind of rule is still applied. It sounds like one of those ancient laws like the one that says It is illegal for a man's and woman's underwear to hang on the same clothesline. Please support fairness and change this voting rule.

Jeanette Persons

","Jeanette Persons","jeepers737@yahoo.com"
"NMB proposed rule change","I am a 33 year Northwest flight attendant. I applaud and fully support the proposed voting change. Our forefathers allowed the ability to amend the constitution so it would better serve the people it was written to protect. I believe this change in voting will better serve the democratic process. How many people would be elected to anything if you counted everyone who didn't vote as a no? Please make this change to serve and protect us. Thank you, Jeanette Roos

","jeanettemc@comcast.net","jeanettemc@comcast.net"
"Docket # C-6964","

","Jeanne Mrzlock","nursiepoo56@yahoo.com"

"In Favor of changing the unjust voting of 50% + 1 of ""eligible voters"".","Hello my name is Jeannie Howell and I am in favor of changing the flawed voting system for unions to a democratic and fair system, like voting is for any case in this country. Real, live, working employees must vote yes or no to have their vote counted.

I want to thank the NMB for finally recognizing the old voting rules as unjust. Please don't let corporate \$\$ and corporate pirate CEOs continue to destroy our companies.

No where else in America is a non vote counted as a no vote. John McCain would have been president if that were the case. People have to get out and vote if they care enough.

Also by ""righting the wrong"" that has been in place for 80 years, the NMB will be preventing corporations from putting the names of former employees, non eligible employees, and deceased employees on the eligible to vote list. With the old system, they have been able to manipulate the system for years. Any congress or senate member that wants to keep the old system, is getting \$\$ from corporations for their voice. It's time to make a change in corrupt government and corrupt CEOs.

Thanks again,

Sincerely,

Jeannie Howell

940-300-8622

","Jeannie Howell","JAHowell63@verizon.net"

"Docket Number C-6964 - Support for Proposed Rule","I support the proposed rule in Docket Number C-6964 because it will bring real democracy to elections held under the auspices of the Railway Labor Act.

Jeff Darby

President, AFGE Local 2139

Vice President, Texas AFL-CIO

1515 N. 26th St.

Nederland, TX 77627

(409) 719-8223

","Jeff and Christy Darby","darby5@sbcglobal.net"

"voting changes","

To: Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Washington , D.C 20005

From: Jeff Day Pre-merger Northwest Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Jeff Day and I am a 24 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Jeff Day

Pre-Merger Northwest Flight Attendant

","Jeff Day","stewardiss@yahoo.com"
"Docket Number C-6964 ","Dear Members of the NMB,

Please support our right as American Transportation workers to form and/or join a Labor Union. As the rules currently stand, anyone who doesn't vote counts as a "No" vote....that's absurd. Can you imagine if that were the case in a....say....Presidential Election? If everyone who stayed home automatically voted for the incumbent? Come on,...this new proposal to count only those who vote is COMON SENSE and a little bit of that would be good for all of us.

To those who proposed this change I thank you very much and I ask all of you as my government officials to please do the right thing, support the change and give us the rights we're supposed to have.

Thank you very much for your time reading my email.

Jeff Doerr

Machinist

SOO Line Railroad

","Jeff Doerr","jeffdoerr@eschelon.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This is LONG overdue. Thank you, Jeff Ferguson

Jeff Ferguson

","Jeff Ferguson", "jferguson1221@wideopenwest.com"
"Voing for a Union", "Number C-6964

People tend to make things more complicated these days than they need to be.

This is America-- supposedly a democratic country. In an election, everyone votes and an outcome is determined by those interested enough to participate.

I am not particularly for or against a union but it not hard to see that the right side of the argument-- that turning out all voters to express a union preference for or against is simply the right thing to do.

The voting rules up to this point have not been ""good enough all these years."" They have been almost criminal in their effect and should be immediately ""democratized.""

Thank-you for your consideration of a new era of clear and fair thinking which should transcend politics.

Jeff Johnston

Delta flight attendant
Sharpsburg, GA.

","Jeff Johnston", "lakeblueberry@numail.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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jeff kirstein

","jeff kirstein","kirs469@amtrak.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jeff Lemon

","Jeff Lemon","jeff.lemon@acsalaska.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jeff Lionberger

","Jeff Lionberger","JLionberger@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Thank you for the proposed rule change. This is the only way to vote in an open & democratic society.

Jeff Schueller

", "Jeff Schueller", "called2warn@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Jeff Stephenson

", "Jeff Stephenson", "iam726@myway.com"
"Docket No. C-6964", "NMB Members,

I am writing to ask you to give all workers a voice and support the proposed changes to the balloting in representation elections. Each individual should express a preference and none should be inferred by their lack of action. Thank you for considering this important change for working families.

-Jeff Rechenbach
22481 Center Ridge Road Apt. 103
Rocky River, Ohio 44116

","JeffCWA@aol.com","JeffCWA@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jeffrey A Nunn

","Jeffrey A Nunn","nbarj@msn.com"
"Docket Number C-6964 Comment of Support for Change","To: Elizabeth
Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

From: Jeffrey C. Banks, Pre-Merger Northwest Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Jeffrey Banks and I am a 25 year pre-merger Northwest Flight Attendant.

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The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

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The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Jeffrey C. Banks
Pre-Merger Northwest Flight Attendant
", "Jeffrey Banks", "JeffBanks@Hawaii.rr.com"
"NMB Voting Rule Change", "Docket No. C?6964

National Mediation Board:

Please accept this email as my full support for the filed change to the voting rules regarding labor union representation.

This rule change is important in that it aligns with the voting rules of our nation in all public elections and referendums. The majority of "votes cast" is the proper way to represent the views of our society.

Those that do not cast votes should not be assumed to take any position on any issue, therefore to assume that not voting is a vote to oppose is wrong!

Thank you for your attention and leadership.

Jeffrey Berg

United MEC LogoNoBackground

Chairman, Council 27 / UALMEC

Jeff.Berg@alpa.org

home: 360 697-2637 (P)

mobile: 425 941-6053

ASPEN: 5483

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", "Jeffrey Berg", "j.wberg@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Jeffrey Busha

","Jeffrey Busha","jeff0201a@yahoo.com"
"Re. Docket No. C-6964","National Mediation Board
1301 K Street
Suite 250 East
Washington, D.C. 20005-7011

Re. Docket No. C-6964

To: The National Mediation Board:

I am writing to support the NMB's proposed change to NMB Election Rules.

Never in airline history have two legacy carriers of this size combined.

In the interest of fairness, please allow a majority of employees voting decide this representation election.

I have been with Northwest Airlines 30years and have survived a representation election before.

We have to break new ground, there is nothing to compare this with.

Allow us the voting rights of other unions.

Thank you for your assistance.

Jeffrey A. Miller

11jmille@gmail.com

","Jeffrey Miller","11jmille@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jeffrey Steinson

","Jeffrey Steinson","steinson@infionline.net"
"Yes / No Ballott","The undemocratic way the NMB holds union elections is beyond belief in this year of 2009. This is not the American way. It circumvents the democratic process. Only those willing to vote and to let their voices be heard thru the voting process should be heard. Very few elected leaders of this nation would be in office or ballot measures passed / rejected if we held the same rules that the NMB uses in an outdated method devised by the power elite in the 1930's. Time is now for change. Please use a fair and democratic process in your elections.
Thanking you:
Jeff Vessey
Portland, Oregon

","JEFFVESSEY@aol.com","JEFFVESSEY@aol.com"
"Docket Number C-6964",""

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no

good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jim Giedd
101 Empire Drive
Beaver Dam, WI 53916

","jegiedd1@charter.net", "jegiedd1@charter.net"
"Docket Number C-6964", "

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Sincerely,
Jenifer Horne
1459 E Main Street
207
Madison, WI 53703

","jen_horne@unioncab.com", "jen_horne@unioncab.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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jennifer tomasino

","jennifer tomasino","c.note1971@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

A yes vote should count as a yes vote, and a no vote should count as a no vote. Not voting should not count for either side. Thank you.

jeno szabo

","jeno szabo","jim�zabo@live.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jerome Mikulay

","Jerome Mikulay","jvmikulay@msn.com"
"Docket No. C-6964","December 17, 2009

Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street NW

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Jerri Patao
8163 Lefferts Blvd
Kew Gardens, NY 11415-1728

Hotmail: Trusted email with powerful SPAM protection. Sign up now.

<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>

", "Jerri Patao", "jphawaiian@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Jerrick Rodriques

","Jerrick Rodriques","jayrod187@yahoo.com"
","Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Docket #C-6964

Thank you,

JULIE LACKNER

PORTLAND, OR 97218

","Jerry","schaefer.jerry@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Jerry Clarke

","Jerry Clarke","waywordwind@embarqmail.com"
"rule change docket no.c-6964","Dear nmb members

I write to you in support of the proposed rule change. it is unfair in a democratic society for a abstain vote to count as a no vote. Transportation should be no different than any other unions under the NLRB. umbrella. the antiquated process was one of the reasons big nonunion companies were using their nonunion employee's to break up smaller companies who were unionized if. this process was used in local ,state and national elections no one would ever be voted into office.

THANK YOU FOR YOUR TIME

JERRY CROSS IAMAW GENERAL CHAIRMAN.

","Jerry Cross","jerrycross@iamdll143.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jerry Gallagher

","Jerry Gallagher","jbgalla@fuse.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jerry Kappa

", "Jerry Kappa", "gkappa61@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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What was the speed of our R>R and Airplanes at the time when these unjust, one sided rules written? Lets get up to speed NMB. Times have changed I demand just voting rights the same that elect our officials in Congress , Senate that they enjoy . You need to start the ball rolling by changing those unfair voting rules . America needs fair and honesty in dealing with its people in the work force. Do the right thing its time
....

Jerry Korba

", "Jerry Korba", "jpkorba@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I would like to make my support of the NMB proposed change to the Election Rules recorded.

Jerry L. Hounshell

","Jerry L. Hounshell","jleel1952@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jerry Pearson

","Jerry Pearson","pearsondrywall@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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This is a no brainer, you simply vote yes or no! Lets bring this election rule in line with every other election process in our great country. The current process of a no vote for a no show is simply a way to stack the deck in favor for no votes. For any election there are always people who just don't vote for whatever reasons, those non-voters should have never been automatically counted as a no vote, they should just be counted as 'I don't care'. Change the rule! Jerry

Jerry Trim

","Jerry Trim","jltrim@hotmail.com"
","Elizabeth Dougherty, Chair
Harry

, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support

of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Jesse Rhodes
250 10Th Street, NE 1207
Atlanta GA 30309
", "Jesse Rhodes", "jjrhodes79@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

jesus najera

", "jesus najera", "najera0011@verizon.net"
"Docket Number C-6964", "I support the Change of Rules for a Fair Election!
Frances Ashcraft
Northwest Airlines Flight Attendant since 1985
Employee # 124740
", "Jetnset@aol.com", "Jetnset@aol.com"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election,

non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Janet Solomon
3340 Creekway dr
Decatur, GA 30034

","jf_solo@bellsouth.net", "jf_solo@bellsouth.net"
"Docket No. C-6964", "November 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter. The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes. The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes. Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Linda Fischer

","jfminnow@aol.com", "jfminnow@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

jiedku

","jiedku","jpdpegboardfrench@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I strongly support this rule change.

Jill A. Skidmore

","Jill A. Skidmore","skid2ej@mchsi.com"
"Docket #C - 6964","To whom it may concern
I am a Delta F/A with 19 years and I completely support the new
demanded voting process of Yes or No. Everyone should be required to
give a vote, or it doesn't count.

Thank you
Jill Koback

","Jill Koback","samsmommy@mac.com"
"Docket C- 6964","To the Members of the National mediation Board:

I am a Delta Airlines Flight Attendant. I am in favor of the proposed voting procedure change and I support a Democratic YES/No Ballot.

Thank you, Jill Esbenshade
Canoga Park, CA 91304

","Jillyshade@aol.com","Jillyshade@aol.com"

"docket # C6964", "As a union member and airline pilot I support the proposed rule. The majority of valid ballots should determine representation! Bravo NMB !
", "jim c", "jeciabattoni@mchsi.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I support the nmb's proposed change to NMB election rules. It supports workers right to vote. It seem's the only people against this rule are those that believe the misleading information from the companies that wan't to stop fairness in voting. How is it unfair to only count people who actually vote. Why should non votes counted as a no?

Jim Curtis

", "Jim Curtis", "jimcurtis22@hotmail.com"
"unionization rules change", "

I had a hunch when President Obama nominated Linda Puchala to the NMB, that this was a real possibility. As far as I am concerned, it is not only ""about time"", it is about 75 years late. However, better late than never.

Obama did not win last year because people did not vote - quite the opposite.

Also, McCain did not lose because those not voting were counted against him.

I am also sick of all the editorilizing about ""democracy"". What nonsense! In a true democracy we all have an opportunity to cast a ballot. That is how it should be here because there is NOTHING democratic about counting votes that were never cast.

Jim Gianakis
SLC

Jim

","Jim Gianakis","jimgianakis@hotmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Jim Gifford

","Jim Gifford","morgan10@fuse.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
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jim kellmel

","jim kellmel","j.kellmel@insightbb.com"

"Proposed rule change","I favor the rule change. It is much more democratic than not voting counting as a no vote. People should participate in an election.

Thank you

Jim Laird

","Jim Laird","jimlaird1964@comcast.net"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jim Cavanaugh
1602 S. Park St. #228
Madison, WI 53715

","jim@scfl.org","jim@scfl.org"
"voting","

as a retired employee of nwa and a member of the I.A.M. i beseech you to make the changes needed to level the playing field in the upcoming vote on union representation at delta by making only votes cast count in the election ..the current rules are patently unfair... james a brady,37855 westvale ,romulus,mi..48174 thank you and have a great new year

","jimbalya7@comcast.net","jimbalya7@comcast.net"
"docket no C-6964","I support the change for this rule.

Jimean Szajkovics

","jimean","jimean70@yahoo.com"
"c6964","Date:18 Nov. 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Signature

Jimmee Quarmley

Print First and Last Name

Flight Attendant NWA/DL

Position

","Jimmee Quarmley","jimazingq@yahoo.com"
"Re: Docket No. C-6964","National Mediation Board
1301 K Street
Suite 250 East
Washington, D.C. 20005-7011

National Mediation Board

Re. Docket No. C-6964

To: The National Mediation Board:

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Thank you for your time.

Jimmy A Smith

2210 Keppen

Lincoln Park, Mi 48146

313-386-8740

","Jimmy","ROADRACER@wideopenwest.com"
"Docket No. C-6964","
legal@nmb.gov

Docket No. C?6964.

Dear Members of the NMB;

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely, JoNell Sutcliffe

","jjueden@comcast.net","jjueden@comcast.net"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in

the election.

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Sincerely,
Janice Kelble
54 Evergreen Avenue
Franklin, NH 03235

","jkelble@apwu.org","jkelble@apwu.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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jkfsoo

","jkfsoo","mcgreevycolunynyt1348@gmail.com"
"nmb docket number c-6964","Dear board members,

Thank you for considering the yes no vote and strongly urge you to change the way you view a no vote to not be counted in a election.

Sincerely, John Lee (Delta Flight Atendant)
", "jlee54321@aol.com", "jlee54321@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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levitra <<https://launchpad.net/~stanfordqkaustria>> iwfgtb
[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

jlmsbh

", "jlmsbh", "stanfordqkaustria@gmail.com"
"Railway Act Voting Process", "To Whom it may concern,

I am a current union member with the IAM and have been concerned about this voting process since I've been a member. I joined the union in 1998 and have been a proud union member and supporter. I have also had jobs that were non-union and in either position I feel that the current voting process is unfair. I believe only the votes cast should count as in many election processes such as the Presidential election. I am currently a pre-merger NW employee and have witnessed a few instances where the NW/DL management have interfered with unions efforts to preserve our right to a union. We have always been allowed to have our union literature and talk union at the work place. I have witnessed a NW manager push a union member and take her literature from her and demand she leave the airport property. This manager was also witnessed by a co-worker taking all union literature from our mailboxes without our permission. We have been told that we are not allowed to talk union or have any literature at all on the airport property. I have also heard directly from pre-merger DL employees that they have been threatened by management that they better not be seen talking to the union members about the union. There are many stories of management interfering with the unions efforts. This has been a tough process for all union and non-union employees with the merger. I just want to let you know that even though this has been a practice for over 75 years it is unfair for the union members. As I said before I believe the voting process should be as the way we vote for our President of the United States and many other voting processes. All votes cast

should count and the ones not cast should not count for anything. Please take this into consideration. Thank you for your time in this matter.

Jill Lopotosky (SEA NW/DL Customer Service Agent)

","jnlopotosky@comcast.net","jnlopotosky@comcast.net"
"Concern of voting rule changes", "
To the National Mediation Board:

I'm writing to express concern regarding the recent action taken by the NMB to change the Railway Labor Act and its voting rules for Union representation. I'm extremely concerned that this action will penalize the true working class and will place forced-will on the current workers under non-union rule.

As stated in the NMB mission and key functions statements, the NMB's integrated processes specifically are designed to promote three statutory goals:

1. The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
2. The effectuation of employee rights of self-organization where a representation dispute exists; and
3. The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

The rules have been in place for decades and are only under consideration for change due to the attempts by AFA to unionize the Flight Attendant group at Delta Air Lines.

I am a 43 year employee and have vigorously defended my right against the union for two votes already. In light of the previous vote outcome, my personal beliefs, and the union tactics at other airlines, I am asking all of my State Representatives and Senators to take a hard look at the improper business practices of AFA, as well as the unscrupulous behavior of two members of the NMB during the absence of the third.

Additionally, it is my belief that only the Senate can make changes to Railway Labor Act rules and I find this delay tactic by the IAM and AFA a horrific use of current member dues and a woeful act against my company and our ability to thrive in this unforgiving economy.

Thank you for your consideration in this matter.

Respectfully,

Jo M. Kelly

", "Jo Kelly", "jmkelly87@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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Jo S Hecker

", "Jo S Hecker", "jordanjo2@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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docket nbr c-6964 Please vote to change the rules to fair and equitable voting on union representation. I have given 28 years of my life to NW airlines. Please dont let ""the new Delta"" take away my hard earned benifits, pension, sick time and dignity.

Joan Bareishis

", "Joan Bareishis", "cbary@verizon.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Joan Dahl

","Joan Dahl","joandahl@msn.com"
"yes to proposed voting changes","Dear NMB,

I am a Delta Air Lines flight attendant and am in favor of changing the union voting process to a fair and democratic yes/no vote.

Sincerely,
Joan Labow

","joanlabow@aol.com","joanlabow@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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This is America where only votes that are cast should be counted be it a yea vote or a neh vote. To count all abstentions as neh votes is unfair and unamerican.

Joann Gentsch

","Joann Gentsch","Gentsch98@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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This would be the only fair way to hold an election. I can't believe this has been going on for so long. It just does not make any sense. If you don't want to take the time to cast a vote then it should not be counted either way.

JoAnn Heller

","JoAnn Heller","hellerclan4@yahoo.com"
"#C-6964","Date: Nov. 23rd, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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Respectfully,

Joanne Tillson

40 years

Northwest Airline Flight Attendant

Based in LAX

","Joanne Tillson","drystew@cox.net"

"Proposed Rule Change","12/23/09

The Honorable Elizabeth Dougherty The Honorable Harry Hoglander
Chairman Member

National Mediation Board National Mediation Board

Suite 250 East Suite 250 East

1301 K St., N.W. 1301 K St., N.W

Washington, D.C. 20005 Washington, D.C. 20005

The Honorable Linda Puchala

Member

National Mediation Board

Suite 250 East

1301 K St., N.W.

Washington, D.C. 20005

Re: Proposed Rule Change for Railway Labor Act Elections

Dear Chairman Dougherty and Members Hoglander and Puchala:

My name is Jock Creach and I am a 22-year employee of United Airlines in
Seattle.

I am writing today to ask you to support the proposed rule change to
Railway Labor Act elections that would base RLA elections on a majority
of those workers voting versus the current system requiring a majority of
the work unit to cast ballots. The current system counts workers who
choose to not vote as no votes, which is fundamentally undemocratic.
Thank you for taking the time to consider my views.

Sincerely,

Jock Creach

IBT Coordinator, Seattle

Jock Creach

3385 Scenic Drive SE

Auburn, WA 98092

253-333-0879

","Jock Creach","j.creach@gmail.com"

"rule change","as an american citizen who votes in the elections of my
city, state and country and also a delta flight attendant i wish to see
this rule change go into effect. i wish to have determination for
representation based on a democratic vote, as in all elections in the usa

determined by the majority who take the time effort and responsibility for the priveledge and right to vote. thank you joe abamonte
", "joe", "jabamonte@nyc.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Joe DEccliss

", "Joe DEccliss", "canesreign@yahoo.com"
"Docket/Case # C-6964", "Elizabeth Dougherty, Chairman - National
Mediation Board
Linda Puchala, Member
Harry Hoglander, Member

RE: Case # C-6964

Dear Members of the National Mediation Board,

My name is Joseph McGlawn and I am writing in strong support of the proposed election rule change to the NMB process for voting for Union representation. I am a flight attendant for Northwest Airlines/Delta Airlines, and strongly feel the voting process that has been used for years is flawed and unfair. Individuals who chose not to vote should not be counted as being opposed to union representation. For a truely accurate and democratic vote, a YES/NO ballot is the only fair way to go.

I support the rule change, and ask you to make a decision in favor of the change.

Thank you for your consideration of this important matter.

Sincerely,
Joseph McGlawn

CC: Mary Johnson, NMB General Counsel
", "Joe McGlawn", "chickasawjoe@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Joe Newberry, Northwest Airlines

", "Joe Newberry, Northwest Airlines", "joenewberry67@yahoo.com"
"Docket Number C- 6964", "

I write to advocate adoption by the NMB of the proposed rule to change the manner in which representation election votes are counted. The longstanding rule has not well served the interests of the workers who seek to be represented by labor organizations. The rule that determines a majority on the basis of the number of eligible voters is unique in labor law and serves no useful purpose other than to make it more difficult for employees to seek union representation and that is not a useful purpose from the perspective of an employee.

Regards,

Joel D'Alba

Joel A. D'Alba
Asher, Gittler, Greenfield & D'Alba, Ltd.
200 W. Jackson Blvd., Suite 1900
Chicago, IL 60606
Phone (312) 263-1500
Fax (312) 263-1520

", "Joel D'Alba", "JAD@ulaw.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Joel J.Matejka

","Joel J.Matejka","www.meatheadad1@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Joel Phillips

","Joel Phillips","optyl@hotmail.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","

November 18,2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority.

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Joseph Lozada
1630 LihoLiho St #2404
Honolulu HI 96822

", "Joey", "islanderj@hawaiiantel.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Joey Burtner

", "Joey Burtner", "j_aloha86@Yahoo.com"
"Union Representation", "If We would run Elections for Government based on how we presently run Elections for representation Elections for Airline Worker we would have No one holding Office in this Government in the United States. Please let us just count those votes that are exercised by those that take the time to Vote.
", "joey pascarella", "pres2319@knology.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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It would be a great thing if only the votes that are cast are the votes that decide the outcome of an election! It makes sense and more importantly, it's fair! Airline and railway executives would feel the voting system is unfair if ALL eligible voters started out as ""Yes"" votes. So why should they feel it's fair for all eligible voters to start out as ""no"" votes? It's not! Please make it a level playing field! Thank you!

Joey Witt

", "Joey Witt", "joewitt2000@yahoo.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
troy osborne
1026 s. pearl st.
janesville, WI 53546

", "joeynroy@charter.net", "joeynroy@charter.net"
": Proposed NMB Rule Change For Union Representation", "
To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Thank you
Carol Rayes

Delta Airlines, Dept 610/SAS

","John & Carol Rayes","efvines1@sbcglobal.net"

"Fw: Union Election Process...Delta Airlines.", "This letter is in regards to the Union Election Process for Delta Airlines.

--- On Wed, 11/25/09, John and Pooh Drenckpohl <jddrenckpohl@yahoo.com> wrote:

From: John and Pooh Drenckpohl <jddrenckpohl@yahoo.com>

Subject: Union Election Process...

To: Legal@NMB.gov

Cc: ""David Walter Drenckpohl"" <OakRun@hughes.net>, ""Eric Drenckpohl"" <eric@drenckpohl.com>, ""Ken Olivares"" <Kenkco@verizon.net>, ""Marcus Adinolfi"" <madinolfi@gmail.com>, ""Miguel Lopez"" <Loopy.6@hotmail.com>, ""Mike Marte"" <MMarte2229@aol.com>, ""Rachael Drenckpohl"" <RDrenckpohl@hotmail.com>, ""Scott Cooper"" <coopster02@aol.com>, ""Steve Edwards"" <bucknut121967@yahoo.com>, ""Steve Frohreich"" <stevefroh@gmail.com>, ""Steve and Laurie Frohreich"" <froh5@juno.com>, ""Tony Bachleda"" <BachZ28@sbcglobal.net>

Date: Wednesday, November 25, 2009, 11:48 PM

To: The National Mediation Board,

Every election in this country is ruled by majority vote. Why would a union election start with a 100% No vote and then vote from there to get a 51% or higher Yes vote. That is utterly ridiculous, Un-American, and immoral. It does not take a Rocket Scientist to understand why the companies like this system, since it obviously makes forming a union at their respective company extremely difficult to do.

Here's an idea National Mediation Board, try looking into your hearts, while ignoring politics, possible bribery and/or extortion, and just Do The Right Thing. I know this may sound like a radical idea, and it's an idea that was thoroughly eliminated in our society from ironically enough, the 1960's radicals.

I would even bet that the one remaining pro-corporate NMB member left over from the Bush Administration knows in her heart what is the right thing to do. I would bet that she would not want to look back on her long life and realize that she was nothing more than a Lap Dog for Corporate America, while putting her personal ethics aside and chasing those dollars she makes persuading our Congressmen and women to keep the

Special Treatment towards our utterly Beloved Greedy CEO's of today. She ignores that fact in the back of her mind that her past Lobbying in Washington DC has undermined the very foundation of our democracy by getting in between the Congressional Representatives and the People. This is why Thomas Jefferson said that Nothing, Absolutely Nothing, Should Get In Between a Representative and the People. Once that happens, then Democracy as We Know it No Longer Exists.

We all only live our lives once in this world. We need to keep what is right in our hearts, and hold on to whatever dignity, pride, and integrity that we all can salvage. We will make mistakes along the way, but it's correcting those mistakes and making things right is all that counts at the end of the day.

Do the Right Thing National Mediation Board.

Thank you, John Drenckpohl...Northwest/Delta Airlines Employee.

","John and Pooh Drenckpohl","jddrenckpohl@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please make the election process fair for airline workers everywhere.

John B Carr

","John B Carr","jb.carr2@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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John Budzyn

","John Budzyn","gicurnsor@aol.com"

"NMB proposal to change representation elections","Throughout our nation's history, many unjust laws have been changed, even after having been in force for years, decades or centuries. Consider, for example, that women were not allowed to vote in federal elections until 1920, and blacks were excluded from voting until 1964. Slavery was permitted in the US for nearly two and one half centuries.

The argument that change is harmful to our country is preposterous. In fact, it is ONLY by changing unjust laws that we can expect improvement. The alternative is stagnation and erosion of our principles.

Those who propose that this issue is about ""timing"", or that it applies to a single airline are missing the point. The timing of change rarely suits everyone; change happens when those in power rise above the petty issues and make decisions that are fair and appropriate--for everyone, forever.

There is a huge difference between a NON-vote and a NO-vote. Those who truly care about the issue will vote, and those are the people who should determine the outcome of an election.

I have great respect for our system of fair elections, and I have confidence that the NMB will consider the basic tenets of our democracy, and will amend the voting procedures of the RLA to bring them into alignment with other elections as we know them in the US.

Respectfully:

John Chambers
Atlanta, GA

","John Chambers","chamjone@bellsouth.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
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This is of a concerne to me in merger situations

john conroy

","john conroy","mikebvcxzaq@yahoo.com"
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John David Drenckpohl

","John David Drenckpohl","jddrenckpohl@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Demeulemeester

","John Demeulemeester","tazdev65@comcast.net"
"Docket No. C-6964","December 11, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the

withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

John T. Donovan

john@jtdonovan.com

","John Donovan","john@jtdonovan.com"
"Union Voting","January 4, 2010

The Honorable Elizabeth Dougherty
Chairman

The Honorable Harry Hoglander
Member

The Honorable Linda Puchala
Member

National Mediation Board
Suite 250 East
1301 K Street N.W.
Washington D.C. 2005-7011

Re: Docket Number C-6964

Dear Members of the National Mediation Board:

Regarding the way we vote for a union, it should be that elections are for those who show up and actually cast their vote. Not voting should not be a 'no' vote. If one cares about an election, he/she should vote.

Not voting should not indicate a "no" vote. Please consider the choice of the people who show up and cast votes only. That seems more like democracy.

Sincerely,

John Dreamland Dreelan

","JOHN DREELAN","englishdustoff@msn.com"

"Proposed Change","I am writing to express my concerns about changing the method of voting for union representation in the middle of an election.

The present system has served us well for over 75 years. It provides a balanced method of choosing representation by a mandate of 50% plus one voter rather than having an election decided by a minority that decide to vote. Furthermore, I have grave concerns that there is no procedure in place to decertify a union should the members so choose. We would be obligated to remain unionized without simple recourse. AFA has always maintained that the present system is a democratic vote and therefore there is no reason to change other than for self benefit.

The system should be left as it is for the Delta/AFA election. This was the system that was in place when the merger took place and it would be inappropriate to change it at this late date.

I would also like to address the issue of Ms. Puchala's representation on the National Mediation Board. As a former AFA president I believe that she has a distinct and obvious conflict of interest and should not vote in this matter. It would be totally inappropriate for her to vote in a matter which directly affects AFA and would give the appearance of a rigged decision and would reflect negatively on the objectivity of the board. Furthermore, I believe it would leave the matter open to long term litigation from a variety of parties.

If the NMB wishes to change the voting method it should choose a date at least one to two years hence that would not affect the Delta/AFA vote and should also include a provision for a simple majority of voters to decertify a union if the membership so decides.

John C. Frasca, Jr.

AFA Member

","John Frasca","john.frasca@hotmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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John G. Lancaster Jr.

","John G. Lancaster Jr.", "johnjohnjr1@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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John Goe

","John Goe", "johngoe@mail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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John Grandestaff

","John Grandestaff", "jogrand@visuallink.com"

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John Hendrickson

", "John Hendrickson", "ljhend@mchsi.com"

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I think it is time to stop companies from hurting the Ameican worker.

John J Parko

", "John J Parko", "jandlparko@comporium.net"

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John J. Pelegrino

","John J. Pelegrino","johnpelegrino@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Jeffords

","John Jeffords","jmjeff@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Joseph Budzyn

","John Joseph Budzyn","youcantscoreonme@aol.com"

"Docket C-6964", "

I am writing in support of the rule change governing RLA union representation elections. The original intent of the RLA was to allow a union to be the certified bargaining agent of the majority of members voting, not of all members in that class or craft. It is time we recognize and put this crucial language back into the election process. No other general election is carried out in a manner where a non vote is a no vote. Please give airline and rail workers a fair shot at choosing whether or not to be represented by a union of their choosing.

Please feel free to contact me.

John Kaczmarek

1938 Sohn rd

Aliquippa, Pa 15001

724-630-6093

Thank you for your attention to this matter

", "john kaczmarek", "john.kaczmarek@twu555.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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John L. Sloma

", "John L. Sloma", "jsloma@new.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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I am a pre-merger Delta Employee who sees the real benefit of the employee/employer roles and the need to have a fair vote presided over. Thank you in advance for hearing this decision.

JOHN LAVIN

","JOHN LAVIN","john.lavin@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I'm all for capitalism, but the divide between the have's and have not's in this country is appalling, Yes we need to do everything we can to level the playing field for all working men and women. No one should be working and still in poverty. That's a shame this country should not be named with

John LeFevre

","John LeFevre","satniteL@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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it is time for all labor and unions to be treated fairly!!!!why should one labor group be treated differently than another when it comes to union organizing.the theory that the airlines and railroads would be harmed is complete hogwash.the airlines dont want it because their strangel hold on labor would be weakened.s o i feel this change is a positive move in the right direction

JOHN M NICOUD

","JOHN M NICOUD","Jjmn1975@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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John Marrin

","John Marrin","jmarrin@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Miller

","John Miller","jkmilz@yahoo.com"

"Docket Number C-6964 NMB rule change","Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

John O'Donnell
NWA/Delta Flight Attendant

Do something positive for somebody, Today!

Windows 7: I wanted simpler, now it's simpler. I'm a rock star.
<http://www.microsoft.com/Windows/windows-7/default.aspx?h=myidea?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_myidea:112009>
", "johnodonnell1707@hotmail.com", "johnodonnell1707@hotmail.com"
"Railway Labor Act Docket #C-6964", "I no longer work on the railroad. I'm now a teacher and discriminated against as a public employee and denied the rights that other private sector workers enjoy. I also worked as a switchman on the Southern Pacific some years ago. It is equally wrong for railroad workers to have a different standard to qualify for union representation than other American workers. Let's bring this country together and establish a fair set of standards for all workers to be represented in the workplace based upon majority rule. That railroad workers work shifts, extra boards, and often travel away from home compounds the injustice of the system now in place.

John O'Sullivan
6800 La Concha Pass
Austin, Texas 78749
jposullivan@yahoo.com

", "John OSullivan", "jposullivan@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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John R Goodsell

", "John R Goodsell", "Goodyinmn@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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John R Varda

", "John R Varda", "jrwarda@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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John Rankin

", "John Rankin", "iamrankin@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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John Savoie

","John Savoie","cajungator57@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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B O H I C

John Shafron

","John Shafron","luvscotia@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Stillwell

","John Stillwell","jhstillwell@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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JOHN T PLOSINSKI

","JOHN T PLOSINSKI","hosslisa@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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john tocco

","john tocco","jptocco@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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John Zapata

","John Zapata","jmozapata@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Johnny Hutto

","Johnny Hutto","jhutto@huttogolden.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in

an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Johnny Hutcheson
1106 Alden Drive
Augusta, GA 30906

","johnnyhutcheson@bellsouth.net","johnnyhutcheson@bellsouth.net"
"UNION","WE DON 'T WANT IT, ITS ENOUGH THAT WE PAY FOR THE HIGH INSURANCE
AND TAXES ETC...ETC... THEN PAY DUES, THAT'S NOT GOING TO HELP WE WE HAD
THEM? NO WAY, UNIONS ARE NOT THAT GREAT AND DON'T TRUST THEM.

","Johnson, Rodney R","Rodney.R.Johnson@delta.com"
"Comments for C-6964","December 10, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

Docket No. C-6964

Thank you for considering this long overdue change to the current voting procedures. I cannot express strongly enough how much I support a fair voting process. Each voice and vote should be able to be counted. The fact that a non vote counts as a 'no' vote is unbelievable in this country. Currently it is not a fair or representative voting process. If a person chooses to vote no, that's exactly what should happen, they actually vote no. Just as if someone who chooses to vote yes, by actually casting a vote. Anything less seems to run counter to our democracy. Please update and change the voting rules so they more closely reflect the values and fairness for which our country is looked up to. Each vote must count and a non vote should never be automatically considered a 'no' vote.

In addition I'd like to comment and clarify on the letter submitted by John J. Gallagher, Counsel for Delta Air Lines, Inc. on behalf of Delta in regards to this proposed change. In his letter he refers to Delta's unique pro employee culture and insinuates it is still alive and well. In the mid 1990's it was made clear to employees that Delta must start doing business differently vs. the old way where that unique culture did exist, often referred to as family. Through a survey, the majority of employees understood and reluctantly accepted this. This was the beginning of the end of the culture at Delta that Mr. Gallagher is trying to recreate. It does not exist any longer, nor should it. Further eroding this 'pro employee culture' was the decision to use bankruptcy as a business strategy, which erased Delta's 401(k) matching contributions up to that point, freeze pensions, and to slash pay and benefits with no commitment to restore its employees to our past industry leading pay and benefits packages within the industry. Frankly, I'm not even sure why this irrelevant reference is being used by Mr. Gallagher but I felt compelled to dispute his claims.

Again, this letter is to show my full support for and urge you in changing the voting rules so that a non vote does not count as a 'no' vote.

Sincerely,

Jon Dewey Delta Air Lines Employee of 22 years

1724 E. Princeton Ave

SLC UT 84108

","JON DONNA DEWEY","jondewey@msn.com"
"","RE C-6964

Dear members of the National Mediation Board Express

I am writing to my support of the proposed voting rule change. The original rule with a no vote equaling a vote no may have made some sense in the days when union goons and company musclemen may have served to intimidate employees to vote one way or another. With interested parties being able to register their approval or rejection of a union from the privacy of their own home using either the telephone or internet there remains no viable reason to continue under the old rules. With the advent of electronic balloting the ability to actually cast a no vote has increased dramatically.

This would put an end to company run assemblies where subjected to peer pressure you would visibly hold up and tear your ballot ensuring a no vote for the company. Believe me there is no work group so apatheic that 70% of the population would fail to vote peer pressure works.

This voting change will also negate the automatic no vote from parties who, according to board rules, have an interest in the vote (normally people on furlough or layoff) but who have moved on to other jobs and careers and have no interest in or real knowledge of the current workings of their former employers. These former employees are being put in the uncomfortable position of having to reimerse themselves in a life they had left behind. They are being forced against their will to make a choice because to chose nothing is to chose no.

The term interested party in my opinion is a misnomer. I think a better term may be an eligible affected party, as they would be affected by any outcome of a vote an are eligible to vote. An interested party is one has enough interest in the outcome of a union vote to find the time to dial an 800 number (free to them), enter a pin and either pressing on for yes or two for no.

Thank you,

Fabian Jones

117 - 70 124th Street

Queens, NY 11420

Fabian C.A. Jones
Tech Ops Council Rep
Dept. 250
JFK Intl. Airport
NY

","Jones, Fabian C","Fabian.C.Jones@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Jorge Saenz

","Jorge Saenz","jsaenz@iamaw.org"
"Docket No. C-6064","December 12. 2009.

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation

elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Marina Rinaldo
Delta Air Lines employee (Montreal)
", "jose antonio rado davila", "joserado@videotron.ca"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Jose Gutierrez-Ramirez

","Jose Gutierrez-Ramirez","Mililanigutierre@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Jose Gutierrez-Ramirez Sr.

","Jose Gutierrez-Ramirez Sr.,"orly222@aol.com"
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Jose Naehu-Gutierrez

","Jose Naehu-Gutierrez","josesnowcap22@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Joseph C. Abshire

","Joseph C. Abshire","jabshire@iamaw.org"
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Joseph Concepcion

","Joseph Concepcion","jconcel1025@aol.com"
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Joseph Pagano

", "Joseph Pagano", "magicmtbl@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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joseph pascarella

", "joseph pascarella", "pres2319@knology.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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We deserve the same rights as any worker does. The special rules for transportation workers are outdated and need changing

Joseph Rondinone

", "Joseph Rondinone", "jrondione@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Joseph Shultz

","Joseph Shultz","joeshultz@mac.com"
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joseph stack

","joseph stack","jps3maples@yahoo.com"
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Joseph Stassi

","Joseph Stassi","jpestassi@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Joseph Tiberi

","Joseph Tiberi","jttiberi@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Delta is spending much time effort and money to manipulate the rules as they stand ie hiring large amounts of people as Northwest numbers dwindle due to attrition and outsourcing. I am a 30 year employee and stand to lose a years worth of sick time and t have vacation time to lose as well just for starters.. Please vote to change the rules in order to at least level the playing field.

joseph woloszynski

","joseph woloszynski","wojodirt@sbcglobal.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Thank you for supporting the hard-working people who get you to where you need to go to, whether business or pleasure. We are there for you, please be there for us on this important issue.

Joyce C. Olsen

", "Joyce C. Olsen", "margie5102002@yahoo.com"
"One Vote One Voice", "In this country, this democracy, each and every one of us has the right be heard or not to be heard. Every vote in this country is based on one vote one voice, where the majority wins.

I cannot imagine assuming that if a person chooses not to vote, not to participate in an election, that he or she really means to be saying "no". That is simply ludicrous. For example, how could we fairly decide a political election if it were handled this way?

One vote, one voice, that's the way we do it in the United States of America--for each and every election!

Joyce A. Zuniga
NWA Flight Attendant
", "Joyce Zuniga", "jzuni@sbcglobal.net"
"Docket Number c-6964, CHANGE THAT RULE!!!!", "Hello, my name is Cathy Senescall and I am a flight attendant with the new Delta. My new Delta employee number is 064054500. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE, on Docket Number C-6964, so the "majority of voters" can make the decision. U.S. Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the "For/Against Union" vote can be won by the majority, not voided by the minority. Thank you for this important change. Cathy Senescall
", "JSenescall@aol.com", "JSenescall@aol.com"
"Docket No. C?6964", "Docket No. C?6964.

Dear Members of the NMB;

With respect to the current NMB voting guidelines why should the covered classes of employees, (railroad and airline), be held to any different standard as other work classes? Does the NMB when voting follow the same voting guidelines? Does Congress or the Senate operate with the "non equals no" method? The current voting system is undemocratic and is prejudiced by 'pre-assigning' a vote and I would be opposed if it was a 'non vote equals yes' system.

To those adversely affected by this change and who are taking time to comment in opposition, it would seem that it is obviously important, so rather than just 'sitting back and not voting', they can expend the equal energy to cast a vote.

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,

Jeff Thompson

Orlando, FL

","jtla@att.net","jtla@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

JUAN C. RODRIGUEZ

","JUAN C. RODRIGUEZ","planejuan@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I support the change in the NMB Election Rules for the assurance that the democratic process is respect for those who believed in voting. The inaction of those who reject this process should not come to injure those who cherish this constitutional institution which our system of government is founded and is revered t hroughout the world.

Juan Dominguez

","Juan Dominguez","dominguez93905@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Ju-Chan Fulton

","Ju-Chan Fulton","ju.chan.fulton@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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JUDA HASUGIAN

","JUDA HASUGIAN","hasugian7@yahoo.com"
"Election Rule","Dear Sir,

I believe that the antiquated anti labor election tallying rule should be changed so that union elections are like all other elections in our free society. I am a 23 year Delta employee.

Sincerely,

Judd O. Gold
","Judd Gold","juddoguard-buy3@yahoo.com"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964","

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Judi A Arnold

Northwest Airlines FA retired

", "Judi Arnold", "jaarnold729@comcast.net"

"Proposed NMB Representation", "I am opposed to the rule shift that allows union certification with a majority of votes rather than a majority of eligible workers. For those not voting, this equals legislation without representation and changes a 75 year old rule.

Judith A. Lundquist

Financial Consultant

Larimer Capital Corporation

1720 S. Bellaire St, Suite 1110

Denver, CO 80222

Phone: 303-573-5511

Fax: 303-573-5544

Email: judith@larimercapital.com <<mailto:judith@larimercapital.com>>

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E-mail messages are not encrypted. As such, client sensitive information sent to or received from your Larimer Capital Corporation Consultant electronically may not be secure.

","Judith Lundquist","Judith@larimercapital.com"
"nmb letter","

The message is ready to be sent with the following file or link
attachments:

todd

Note: To protect against computer viruses, e-mail programs may prevent
sending or receiving certain types of file attachments. Check your e-
mail security settings to determine how attachments are handled.

","Judy Denman","judydenman@comcast.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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in America today.

It is time to give aviation and railroad workers the same voting rights
and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

judy smith

","judy smith","moonmother@iwon.com"

"Proposed Representation Rulemaking - Docket # C-6964","As a NWA/Delta
flight attendant, I am writing in full support of the proposed election
rule change. This is the only way to ensure a fair election can take
place without interference.

Respectfully

Judy Walklin

Windows Live Hotmail gives you a free,exclusive gift. Click here to
download.

<http://www.microsoft.com/windows/windowslive/hotmail_b11/hotmail_b11.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_7:092009>

","Judy Walklin","walklinj@hotmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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Juley lin-lee

","Juley lin-lee","Juleylin@aol.com"

"Proposed NMB Rule change for Union Representation Electiosn","Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Julia Binkley
Newborn, Georgia 30056

","Julia Binkley","uptunogood@yahoo.com"
"[WARNING - NOT VIRUS SCANNED] Re. Docket No. C-6964","To: The National
Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Juliana Vorholy

","Juliana Vorholy","jvorholy@comcast.net"
"Voting Rule Change Comment","Board Members: I favor the proposed rule change regarding representation elections in the transportation industry. The new election procedure will produce a fair result for employees and employers. In all other elections in this country the majority of those voting decide the winner. Therefore, the proposed change is consistent with customary law in American elections. I know of no other election procedure in this country where the majority of all those in an electoral group determines the winner. For example, where a state is electing a governor, the election is not decided by a majority of registered voters, but by a majority of those actually voting.

I urge you to approve the proposed rule change principally because it is consistent with American voting law and procedures. It is fair and democratic.

", "julie", "pqcohen@earthlink.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Julie Ann Viger

", "Julie Ann Viger", "julieanncv@aol.com"

"RLA Voting Proposal Change", "To the NMB Board:

I am in full support of changing the outdated RLA ruling so that we flight attendants at Delta Airlines may move into 2010 with an equitable voting process. The recent evidence presented by Marianne Bixler at the NMB hearing on December 7th only emphasizes that Delta management has attempted to manipulate the flight attendants' voting process in the past. A change in the RLA ruling would ensure that our majority who vote in the upcoming election will actually have a chance for a democratic process to take place.

I urge the NMB to expeditiously instate this voting procedure change.

Thank you.

Sincerely,

Julie Duncan

Northwest/Delta Flight Attendant

Your E-mail and More On-the-Go. Get Windows Live Hotmail Free. Sign up now. <<http://clk.atdmt.com/GBL/go/171222985/direct/01/>>

", "julie duncan", "oyugen@hotmail.com"

"Proposed rule changes", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

,"JULIE ESKELESON", "jmeskelson@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Julie Frietchen

","Julie Frietchen","jafrietchen@earthlink.net"
"Docket #C-6964","PLEASE change your current regulation regarding union votes. Everyone should HAVE to vote to have their vote considered! A vote NOT cast should not be allowed to be a ""no"" vote....please make this a fair and democratic process! Thank you! Julie Hayes

--

-""Take care of your reputation. It's your most valuable asset.""-

","Julie H.,"juliehaze@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Julie Martin

","Julie Martin","mschickiepants@yahoo.com"
"NMB Voting Rule Change","To: legal@nmb.gov

RE: CHANGE THAT RULE!!!

Hello, my name is Julie Bromfield, and I am a flight attendant with the new Delta. My new Delta employee number is 057437000. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE so the ""majority of voters"" can make the decision. U.S. Congressmen (and women) and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is: jlbromfield787@comcast.net.

Thank you for this long-needed change!

Julie Bromfield

","Julie Rankin Bromfield","jlbromfield787@comcast.net"
"Please change our voting system!!!!","Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Julie Moore and I am a 25 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote.

The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative. I can live with the outcome of this vote whichever way it may go as long as it is a FAIR vote - and the only way to make it fair is to change this antiquated process.

Thank you for taking the time to read my letter.

Respectfully,

Julie Moore

","Julielmoore2@aol.com","Julielmoore2@aol.com"
"Docket Noc. 6964","My name is Julio Mayor and I am an Delta Airlines flight attendant. I'm calling in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. Thank you

Julio <http://gfx2.hotmail.com/mail/w3/emoticons/smile_shades.gif>

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now. <<http://clk.atdmt.com/GBL/go/177141664/direct/01/>
<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>

","julio mayor","cajuncube58@hotmail.com"

"Comment from a Delta Flight Attendant","My name is Jill White Downey. I have been a flight attendant for thirty years. I began with North

Central Airlines. We then merged with Southern, Hughes Airwest, Northwest, and now we are about to merge with Delta. Obviously, at this point, I am pretty well versed in the merger mechanism.

One major difference that I have noted with my fourth merger is just what a change it is to be deciding whether to have union representation or not. I feel as if I have been bombarded with emails from Delta management telling me how AFA has been working hard to delay, if not sabotage the election.

It is imperative that the world's largest global airline have the rights of any other voter in our country. Therefore, I am in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. Thank you.

Jill White Downey

","jwdowney@comcast.net","jwdowney@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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jdkjlx <https://launchpad.net/~craseeicili1975> generic cialis overnight
lzlqqb generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
ecjjmw <https://launchpad.net/~craseeicili1975> - generic cialis overnight
glrmoj [url - <https://launchpad.net/~craseeicili1975> generic cialis
overnight ltfuaw <https://launchpad.net/~freireobiliko1352> buy cialis
online in usa mfobzk buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> hgytkk
<https://launchpad.net/~freireobiliko1352> - buy cialis online in usa
aydaz [url - <https://launchpad.net/~freireobiliko1352> buy cialis online
in usa

jwebyu

","jwebyu","craseeicili1975@gmail.com"
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ymhuaa <https://launchpad.net/~addisonbrquotation> viagra pills for sale
skywrz viagra pills for sale <<https://launchpad.net/~addisonbrquotation>>
uiuxkm <https://launchpad.net/~addisonbrquotation> - viagra pills for sale
arppyl [url - <https://launchpad.net/~addisonbrquotation> viagra pills for sale
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mnhwvc cost of viagra
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crezgo
<https://launchpad.net/~halephloxnu> low cost viagra omygnd low cost viagra
<<https://launchpad.net/~halephloxnu>> hxhfnk
<https://launchpad.net/~halephloxnu> - low cost viagra jkuxrw [url - <https://launchpad.net/~halephloxnu> low cost viagra

jxmcte

","jxmcte","addisonbrquotation@gmail.com"
"Docket # C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Sincerely,

H Robert Dykehouse
Delta Air Lines Flight Attendant
Atlanta, GA
", "K94rd01@aol.com", "K94rd01@aol.com"
"", "To whom it may concern,

I am writing to express concern at the upcoming proposed changes in voting rules. I think that it is very unfair to change rules that have been in place for decades simply, as it seems to me, to give the union an unfair advantage.

I am an 18 year veteran of Delta Air Lines and have consistently refused to vote for an union. I do not believe that changing the established rules prior to the upcoming vote for all NWA and Delta flight attendants is a fair or reasonable thing to do.

PLEASE, leave the voting rules alone!

Regards,
Candace Conner
", "kabcon@cs.com", "kabcon@cs.com"

"Union Vote", "December 7, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

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The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank you for your consideration in this matter.

Sincerely,

Kada Westby

Delta Flight Attendant

", "Kada Westby", "westbys@gmail.com"

"RE: Union Votes", "Dear Sirs, I am not part of a union but am concerned about the fact that if a person does not take the time to vote it would be considered a no vote. I think how that would effect the representation in our Congress if those constituents who did not vote for a person that the vote would be considered a no vote. I wonder if those men had to have a majority of all constituents vote for them or they could not take office if there would indeed be no representation for those states. I think that it would truly be something to apply to Congress or should we indeed allow those who do not want to vote abstain and only count those who do as representing what or who should have the authority to make decisions for the group. Think about it. Think carefully and then make your decision. Thank you. K. Jones

", "KAJONES8838@aol.com", "KAJONES8838@aol.com"

"RE: DUNLOP II interim report", "

-----Original Message-----

From: Dougherty, Elizabeth <Dougherty@nmb.gov>

Sent: Tuesday, December 08, 2009 3:52 PM

To: Agency Users <AgencyUsers@nmb.gov>

Subject: DUNLOP II interim report

Back on Sept 9th of this year the DUNLOP II Committee was convened to analyze the Dunlop Committee Reports' recommendations.

Attached is the interim report of Dunlop II Committee. The report will soon be filed on our website.

Sincerely,
Liz

", "Kane, Jack", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=KANE"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Karen B German

", "Karen B German", "mbgerman@att.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Let's stop denying airline workers their right to a fair election process!

Karen Blanchard

", "Karen Blanchard", "karen.blan@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please give us a same opportunities as all other Americans when it comes to an election. Delta is afraid its employees will finally see they do have a voice. Delta has the Walmart mentality. You are family until you want more job security. Outsource all jobs you can .Please give us a fair playing field.....

Karen Collins

", "Karen Collins", "kalenakkc@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It's time to do the right thing. Thank you for considering my input.

Karen J. See

", "Karen J. See", "ksee@cluw.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Karen L. Goche

", "Karen L. Goche", "klgoche@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Karen McGill

","Karen McGill","Karenmcg40@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Karen Petrella

","Karen Petrella","soxdiva@att.net"
"NMB Docket Number C-6964.", "Hello,

Please consider my simple question durring this ""comment period"". How can a ""non"" vote possibly be considered a ""no"" vote? Too many of us are too busy to care. We step off the plane and go back to our real lives. Let the people who educate themselves on the issues and care about the process be heard. Non interest (or forgetfullness) does not constitute a ""no""

Thanks, I know you'll do the right thing and not be swayed by airline executives who OF COURSE don't want these rules changed. That fact alone implies the current way of tallying ballots is unfair.

Karen Stevens
Prudential Florida Realty (Northwest F/A on leave)
1306 SE 17th St.
Fort Lauderdale, Fl. 33316
Cell: 954-263-5273
Fax: 954-653-1249
www.SunshineHomes4Sale.com

", "KAREN STEVENS", "kgfs44@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

America is a democracy. The current voting system is NOT a democracy. Come on, make it FAIR!

karen ward

", "karen ward", "karen.ward@rocketmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Karen Wing

", "Karen Wing", "kwing100@att.net"

"Replace original letter with correction", "I sent a letter yesterday that I would like to make a correction on. I typed in the country of Iraq instead of Iran. This is a corrected letter. I'm sorry I didn't catch it before sending to you.

Thank you,
Karen Robertson

Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big business from stuffing the ballot boxes with silent ""NO"" votes from members who no longer should be on the active employee list and of course those that are deceased. It must be exhilarating to be able to vote posthumously! I view that as complete disregard for working employees who would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do have contracts, that would like to see those who do not, but yet continue to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It should be in the hands of the employees! I would like to see them stop interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers.

This brings to mind the voting scene in Iran early in 2009. If we don't stop big business now....will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Respectfully,

Karen Robertson

DTW 30 year F/A

", "karenr612@aol.com", "karenr612@aol.com"

"Docket number C-6964", "It is easy to see that your comments section is nothing more than union spamming with all the letters using the same format.

", "Karin and Marco", "kmmm05@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

PLease don't let big business and big money influence your decision. All we really want is fairness. One person voting----One vote counted. For or against, the majority of voters wins. Seems very logical and most of all fair. Why is Delta so afraid of a majority vote? I only have a few more

years to work, but I think this is a vote for future generations. With all my heart I beleive that without union representation the old American Dream of a full time job will be lost forever to part time workers. And who can support a family on that? Thank you.

Karin Fyhrlund

","Karin Fyhrlund","karinfyhrlund@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Karl J. Wyborski

","Karl J. Wyborski","kjwsm@yahoo.com"
"Proposed Voting Policy Change","To the Members of the NMB:

I am a 15 year employee with Delta Air Lines. I work in the Airport Customer Service Division and we are non-union. We have liberal work rules and a very open and honest open door policy with management. I, along with many of my peers do not want the union. We are in the process of merging with NW and because their Airport Customer Service Division is represented by the IAM, the labor issue has not been resolved. The IAM filed for a representation vote and then withdrew that filing. Now they are trying to get the voting rules changed. It would appear that they are afraid if the vote is held the way it has been done for 75 years, they will lose representation. While they are "jerking" us around and holding us in limbo, please let our voices be heard. If you are even considering changing the voting procedure, is should be done after the IAM and AFA representation vote is completed, not in the middle of it. Please let our voices be heard also.

Sincerely,

Susan G Karpf

", "Karpf, Susan", "Susan.Karpf@delta.com"
"For the Rule Change", "To: legal@nmb.gov <mailto:legal@nmb.gov>
Re: CHANGE THAT RULE!!!

Hello, my name is Katherine Lavelle, I am a flight attendant with the new Delta. I believe it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR of the NMB voting rules change so the "majority of voters" can make the decision. U.S. Congress and Representatives commenting that they do not want a change are persuaded by corporate interests and are not representing the employees. Please let the NMB change the voting rule so the "For/Against Union" vote can be won by the majority, not voided by the minority. Thank you for your consideration, Katherine Lavelle

", "Kate Lavelle", "hoverbug33@yahoo.com"
"Proposed Rule Change, Docket Number C-6964", "National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005
Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,
I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.
The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.
The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.
The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Kathryn M. Ryan
Northwest/Delta Air Lines
Flight Attendant 30 years

","KATE RYAN","kateincody@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Katherine Johnson-Kieninger

","Katherine Johnson-Kieninger","gotpup999@aol.com"
"docket # C-6954","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Katherine Lee

","katherine lee","flygirlred@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Katherine Willig

","Katherine Willig","katawill15@verizon.net"
"Docket #C-6964","November 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Kathleen Donn
1186 Pleasure St
Milford, MI 48381
248-685-8378

","kathledon@comcast.net","kathledon@comcast.net"
"Proposed NMB Representation Rulemaking - Docket Number C6964","Please read attachment. Thank you.

Kathy Minahan

Windows 7: I wanted simpler, now it's simpler. I'm a rock star.
<http://www.microsoft.com/Windows/windows-7/default.aspx?h=myidea?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_myidea:112009>
","Kathleen Minahan","kjminahan1@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The fact that salary ratios between upper management and the working class has increased so dramatically over the last 20 years illustrates to me the fact that we the workers need a fair and balanced representation that so far has been denied to aviation and railroad workers.

Kathleen sardinsky

","Kathleen sardinsky","rust78@aol.com"
"docket#C-6964","My name is Kathryn Draitsas. I've been a flight attendant with Northwest/Delta Airlines for 35 years. I am in favor of changing the NMB voting rules. The old system is obsolete and needs to be changed to a democratic majority rules vote.
Thank you!
Kathryn Draitsas
kdraitsas@msn.com
Delta employee#023787400

Hotmail: Trusted email with powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>
","KATHRYN DRITSAS","kdraitsas@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Its time to make this change. A yes vote should be counted as a yes vote. A no vote should be counted as a no vote.....and abstaining should should not count at all. Thank you for your consideration

Kathryn Ledbetter

","Kathryn Ledbetter","KathyandBill@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Kathryn Ann Ude

Flight Attendant

", "Kathryn Ude", "skygoddess@sbcglobal.net"
"Docket Number C-6964", "To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Kathy Swaw

Northwest/Delta F/A

flyprincess1@hotmail.com

", "Kathy", "flyprincess1@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Kathy Sarten

", "Kathy Sarten", "KSarten@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Kathy Slyfield

","Kathy Slyfield","kslyfi@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kay E W Koitzsch

","Kay E W Koitzsch","kayelizabeth1@yahoo.com"
"docket number C-6964", "
I support a fair election for the representation of Delta Airlines Flight Attendants.

Katherine Fleming

Atl

","kay fleming","kayfleming@comcast.net"
"Docket Number C-6964", "
Date: Nov. 21, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I, Kay Thomas a Delta Flight Attendant of 37 years is writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "

The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority.

" It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Kay Thomas, Delta Flight Attendant

,"Kay Thomas","inflightlady@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is only fair that only those that vote should be counted otherwise the scales are unfairly tilted in one direction.

Kaye Woo-Sasaki

","Kaye Woo-Sasaki","kayewoosasaki@hotmail.com"
"Docket No. C-6964","Date:November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

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similar system for elections

has been the cornerstone of American democracy for more than 200 years
and will work just as

well in airline and railroad union elections.

Respectfully,

Kayla L. Russell

Print First and Last Name

Flight Attendant

Position

,"Kayla Russell","transpacred@hotmail.com"

"Docket # C-6964", "Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

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The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Thank You...

Kevin Danchisen
9500 W Pickwick Circle #9
Taylor, MI 48180

LIVESTRONG
", "Kdanchisen@aol.com", "Kdanchisen@aol.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
karen debiase
185 brookstone crest
newnan, GA 30265

","kdebiase@numail.org","kdebiase@numail.org"
"Proposed NMB Rule Change for Union Representation Elections",

11/27/2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Claudia Keating

Delta Air Lines, Seattle

Lead Customer Service Agent, LTA

Phone: (206) 988-7413

Fax: (206) 988-7420

","Keating, Claudia","Claudia.Keating@delta.com"

"Northwest and Delta Airlines Flight Attendant election C-6964","I am writing this letter to support your procedural change to YES/NO VOTE for our upcoming election.

I see it that this is the only way for us to have a fair election for our future.

Thank you

Keiichi C. Leon

Northwest Airlines Detroit based flight attendant

Emp#259633

","Keiichi C. Leon","1976@usinter.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Increasingly, employers have used the loophole provided by the current Railroad Act to abuse employment laws and deny workers the right to be represented. It is a shame that something hasn't be done about it long before now. I support, wholeheartedly, the proposed changes.

Keith A Smith, Jr.

","Keith A Smith, Jr.", "kasmithjr@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Keith D. Thompson

","Keith D. Thompson", "kdmactavish1@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964", "November 22, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Keith Jacobs
Delta Air Lines
Flight Attendant

,"Keith Jacobs","krjacobs75@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Keith Kretzer

","Keith Kretzer","wave76@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Keith L Sims

","Keith L Sims","klsims@live.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Keith Sims

", "Keith Sims", "Keith.sims@nwa.com"

"Comment on Docket No. C-6964", "Dear NMB Members:

I am writing you today in order to put into writing my fervent objection to the National Mediation Board's recent proposal to change the very long-standing voting rules in regards to union representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Michael ""Kell"" Diaz

241 N. Main Street

Suite 304

Salt Lake City, UT 84103

","Kell Diaz","kell84@ymail.com"

"","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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", "Keller, John C", "John.C.Keller@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

please listen to our concerns. Do the right thing for American workers!!!!!! We need our jobs and we need them to stay in the United States and no more outsource workers!! we just keep giving and giving and giving, soon we will have NOTHING!!!!!!!

Kellie Wagner

", "Kellie Wagner", "issadawg@comcast.net"
"Proposed NMB Rule Change For Union Representation Elections ", "
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Kelly A. Hall
Delta Airlines
Atlanta, GA

,"Kelly A. Hall","kahsmile@bellsouth.net"
"National Mediation Board Union Rule change Docket No.C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
Roland Watkins, Director Of Arbitration Svcs.
Daniel Rainey, Director Of Alternative Resolution Svcs.
Larry Gibbons, Director Of Mediations Svcs.
June D.W. King, Director of Office of Administration
Mary Johnson, General Counsel

November 16, 2009

Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Dear NMB Members and Directors:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few.

I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Kelly Ryan

Delta Air Lines, Inc.
In-Flight Services-International Department

","Kelly Ryan","kelly.ryan2@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Ken Houghtaling

","Ken Houghtaling","kendh@comcast.net"
"NMB hearings","Sandy Gordon, a very nice woman, does not speak for the flight attendant group. She is an executive at Delta airlines and thusly speaks for the management at Delta Airlines!
Ken Niolu
Seattle, FA
","Ken Niolu","kniolu@comcast.net"
"Proposed NMB Representation Rulemaking","To Whom It May Concern:

I encourage you to adopt voting rules in which only those votes cast are counted for or against the ballot item.

Sincerely,

Kenneth J. Swanson

A320 Captain

","Ken Swanson","kennethjswanson@gmail.com"
"Proposed union voting rules change.....","11-18-2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Ken Wilhelm", "kmandvr.bus@gmail.com"
"Docket C-6964 Do NOT change the rule", "I am writing to strongly oppose the proposed change to the procedures for voting in a union under the Railway Labor Act. As a union member, I belong to and support my union at Delta Air Lines, but I also strongly believe that if a labor group wants union representation there needs to be a majority of the ELIGIBLE voters. Unless there is also a change to the proposed rules that would allow a union to be voted off by the exact same means, it just wouldn't be fair and doesn't make sense. I would hate to have union representation forced on any labor group when you could possibly have 1% of the eligible voters vote for representation and the other 99% decide they don't really want it, but, as has been the standard for many years, they do not cast a vote as part of their indication against union representation and end up being unionized against their desires.

Historically the voter turnout in any election in the United States has been low. The difference here is that the proposed change would very much favor labor groups being voted on and be unfairly biased against those not desiring representation. If the proposed change were to be accepted, then the only way I can see that would keep a balance of power between representation or not would be to also have the ability to vote a union off in the exact same manner.

I urge the NMB to keep the current and long established procedures in effect! If a company is treating it's employees unfairly and they want representation, then those employees will turn out in droves and vote for

representation. On the other hand, if a company treats it's employees fairly and with respect, then those employees will signify that by either voting no or just not voting, thereby indicating their preference to not be represented. Please don't unfairly bias the process in favor of unions.

Respectfully,
Kenneth Anderson
Captain, Delta Air Lines
", "KENNETH ANDERSON", "zoodonline@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This rule has irked me from the very first time I heard of it. I have been a union member for just over 42 years. Many workers have tried to organize, but the fear the companies place in the minds of some of their employees that they don't even want to be seen voting to organize themselves. With the current rule in effect, it gives the company the complete advantage over the outcome of any election. Change is needed, needed now.

Kenneth Blume

", "Kenneth Blume", "kenkathybl68@sbcglobal.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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another reason this is better is that most of the workers do have other jobs or taking care of family members and they just cant get the time to vote. Some even live to far away to vote and get to work on time. Please make it happen.

Kenneth Fedirko

","Kenneth Fedirko","KFedirko@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is important to know that your vote counts, and that some one who does not take the time to vote can have a greater effect on your life. I feel that one has to vote in order to be heard.

Kenneth Fiorilli

","Kenneth Fiorilli","kdfiorilli@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

kenneth j huebscher

","kenneth j huebscher","kenneth_guitar@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Kenneth McGill

","Kenneth McGill","Kenrink@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Common sense tells you that if someone doesn't bother to vote, they really don't have an opinion about the subject- so how can you say they are against unionization. What convoluted logic. Change this rule.

Kenneth Napper

","Kenneth Napper","louisnapper@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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A majority of voters is what counts for every political election in America, from U, S, president to local mayors. It should be good enough, them for workers voting on union representation. Thank you

Kenneth W. Thiede

","Kenneth W. Thiede","kenthiedel@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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kenneth woods

","kenneth woods","deerhead35903@yahoo.com"
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Kenny Cook

","Kenny Cook","cookster54@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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KENT R. BRASCH

","KENT R. BRASCH","KENTB9094@MSN.COM"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kent. R. Brasch

","Kent. R. Brasch","kentb9094@msn.com"

"Docket C-6964", "Dear NMB Members,

I have been an employee of Delta Air Lines for 32 years and a flight attendant for the past 27. I support your proposal of a yes-no vote 100%. Our voting for legal representation has been suppressed by the illegal tactics of Delta's interference using intimidation, guilt, anti-union busting guidance of companies like Ford & Harrison L.L.P. that were hired and also co-founded by our one and only Executive-Vice President of Human Resources, Mike H. Campbell.

Under the present rules and voting regulations of the Railroad Labor Act established in the mid 1940's, a Democratic form of voting is not possible unless it is changed to a "YES-NO" vote. Under the constitution of The United States of America I do not know of a voting process that counts my being a individual as a No Vote because I forgot, was sick on vacation or just did not care as a "NO VOTE".

Please make this change for All employee's that will be going thru their personal decision for legal representation during our present time, but most importantly for those ahead of us!

Sincerely,

Stephen C. Jerge

109 Royal Park Dr. Apt. 4A

Oakland Park, Fl 33309

954-560-7404

Atlanta Base

Emp#. 576689

", "kepanoj@aol.com", "kepanoj@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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kerry bevan

", "kerry bevan", "kerrylbevan@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Kevin A. Curtis

","Kevin A. Curtis","KevinACurtis@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thank you, Kevin Alexander Pre merger Northwest Airlines Equipment
Service chief

Kevin Alexander

","Kevin Alexander","kevinaalexander@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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kevin ashley

","kevin ashley","kevin.ashley@insightbb.com"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964", "Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the

cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Kevin R. Boston

Northwest/Delta Air Lines
Flight Attendant

","Kevin Boston","k_boston@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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kevin dukes

","kevin dukes","kiddukes1@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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All citizens of our great country have been given the RIGHT TO VOTE! I have never understood why we would reward the non-voter with an outcome. Anderson encourages his employees at Delta to be non-participants in the

election. Clearly a violation of the organizing rules. And nothing is done about it!!!!!!!!!!!!!!!!!!!!!! During the mid-term elections in the country, with the current NMB rules for representation in place, how many issues or positions would have been elected? NONE!!!!!!!!!!!!!!!!!!!!!! Some of the US representatives elected to office would not have won their seat! It is time for a change to bring this issue in line with all elections in our country. Sincerely, Kevin Fitzhugh Northwest Airlines

Kevin Fitzhugh

","Kevin Fitzhugh","kfitzhugh@wowway.com"
"Letter to the National Mediation Board","

","Kevin Griffin","kevin@moneyrehab.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kevin Heffernan

","Kevin Heffernan","hefflk@aol.com"
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I feel it is time that the voting rules are changed. All through our history in order for OUR voice to be heard in any other election was to vote. Why should the transportation industry workers be any different in a union vote. Thank you for your time.

Kevin Hunt

","Kevin Hunt","Kevin120@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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This rule needs to be changed in fairness to all. We are a democracy and this is not a free election. If all elections were held this way the incumbent would always win. Please make this a fair election. Thank You

Kevin Merrigan

","Kevin Merrigan","kmmerrigan@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Kevin Miller

", "Kevin Miller", "krwkm@cox.net"

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If its a good enough to elect the president of the united states, it damn well should be good enough for you people. Seriously, enough games, for once in your lives do the right thing!

kevin paskert

", "kevin paskert", "paskert1@att.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Kevin Roseen

", "Kevin Roseen", "eelpouts@gmail.com"

"Docket C-6964", "My name is Kevin McCallie. I am a Northwest / Delta Airlines flight attendant. I fully support the new rule change of a YES / NO voting ballot for union elections. We live in a democratic country where ALL elections are decided by paticipants who VOTE....not by those who choose to abstain. The current NMB union election procedure is archaic. Times change...laws and rules are emended with respect to our

democratic society. What if women were still not allowed to vote because
""that is the way it has always been"" ?

Thank you,
Kevin McCallie
", "kevinmccallie@cox.net", "kevinmccallie@cox.net"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation
election rule change. It is completely inconsistent with
American democratic processes and traditions for non-voters to
be counted as no votes.

A majority of votes cast is how other union representation
elections are determined and in this day and age there is no
good reason why Railway Labor Act elections aren't determined
the same way.

Sincerely,
Karen Herrera
9H Golf Course Rd.
Madison, WI 53704

", "kherrera@madison.k12.wi.us", "kherrera@madison.k12.wi.us"
"Re: Proposed NMB Rule Change For Union Representation Elections", "

November 19, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Regards,

Dennis Kidd
Dept. 252, ATL
2nd Shift
404-714-9891 (work)
770-328-8598 (cell)

","Kidd, Dennis","Dennis.Kidd@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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eswdhr <https://launchpad.net/~textorobipan1563> best price levitra xfavwe best price levitra <<https://launchpad.net/~textorobipan1563>> prblzm best price levitra <<https://launchpad.net/~textorobipan1563>> wqtziv buy>buy levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> virseo [url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

kihhck

","kihhck","jpdpegboardfrench@gmail.com"
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Kiley J. Hernandez

","Kiley J. Hernandez","kiley.j.hernandez@gmail.com"
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Slavery was wrong and the laws changed. It is now time to change the way we vote in our representation elections. This will be another historical event in transportation history and the labor movement in this country. A country my immigrant grandparents helped build along with many others, let's restore the U.S.A to the working class and democracy not Corporate America!

Kim Gigliotti

","Kim Gigliotti","kgiglio@aol.com"
"proposed nmb representation rulemaking - docket # c-6964","dear nmb members:

i am writing to express my full support for this proposed change, and i commend the board for taking action to ensure that all railroad & airline employees will, at last, be able to participate in a fair & democratic election process to determine the issue of collective bargaining representation.

the current, antiquated rules provide an unfair advantage to management. the board's current election process is CONTRARY to the basic principles of democratic elections in this country, which holds that the WINNER OF AN ELECTION IS THE SIDE THAT GETS THE MOST VOTES (DUH!).

please amend the current nmb rules in representational disputes to provide that a majority of valid ballots cast WILL DETERMINE the craft or class representative.

sincerely,

colleen (kim) quick
flight attendant

it is what it is...for now

'i'm not a religious person, but, i do pray for opportunities to make fun of people'

Bing brings you maps, menus, and reviews organized in one place. Try it now.
<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Restaurants_1x1>
", "kim quick", "kimquick43@hotmail.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964", "Date:11-16-09

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

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As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

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well in airline and railroad union elections.

Respectfully,

Kimberly Fillion-Weiss

Flight Attendant for Northwest/Delta Airlines for 24 years

", "Kim Weiss", "fillion1234@msn.com"

"Docket No. Case 6964", "To Whom It May Concern-

This opinion is to pinpoint the flaw in the longstanding rule of a non-vote counting as a 'no' vote. I am a flight attendant for Delta Air Lines. I am working actively on the pending representation campaign. One tool we use is to call flight attendants who are on various leaves, including furlough.

I can site more than two instances, but will limit this to two. I called 2 flight attendants currently on furlough to ask if they support representation. One told me she no longer works for Delta Air Lines and has moved on with her life. I had to let her in on the fact that she is still on the seniority list and, therefore, her ""non-vote"" counted as a 'no' in the last election. She was livid. Another flight attendant I attempted to speak with could not talk to me. Her mother informed me she has MS and can no longer speak. I was mortified to have bothered this lady. She was extremely gracious, but was very sad to know her daughter is still on this seniority list, as she believed her daughter to have parted ways with Delta. So, this lady also counted as a 'no' in the last election. Both should have been abstentions. Neither has an interest in this election.

This is the primary reason I believe the rule must change. Abstention is a valid choice, and the appropriate choice for many.

Thank you for your time.

Kim Evasic

Delta Flight Attendant

","kimberly evasic","kimevasic@yahoo.com"

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Docket Number C-6964

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Kimberly Febres-Cordero

","Kimberly Febres-Cordero","stellalink1@comcast.net"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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","Kimberly Nungesser","kimberlynungesser@comcast.net"
"Proposed NMB Rule Change For Union Representaion Elections","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

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Dear NMB Members:

I am writing to express support to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union member to vote in a democratic process, so the voice of the active employees that are for or against is truly heard. This change would update the process to mirror every other democratic voting process being held today. As it stands now, the choice of abstention is taken away.

Thank you,

Kimberly Paquette
Delta Air Lines Flight Attendant

","Kimberly Paquette","kimkirkbride@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

kimberly urquhart

","kimberly urquhart","rockingak@msn.com"
"Docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Kimm A. Palermo

", "Kimm Trigilia", "k.immT0811@msn.com"

"Personal Use Policy", "A copy of the NMB's Personal Use Policy is available on line by clicking this link, \\Nmb-bat\public\EmployeeManual <file:///\\Nmb-bat\public\EmployeeManual> and going to Section 2, the policy number is 2101. The document provides the NMB's policy on personal use of government equipment. If you have any questions, please let me know. Thanks.

June D.W. King

Director, Office of Administration

Chief Information Officer

National Mediation Board

1301 K Street, NW Suite 250 East

Washington, D.C. 20005-7011

202.692.5010 (voice)

202.692.5081 (fax)

", "King, June", "/O=NATIONAL MEDIATION BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=KING"

"Support for new rule changes - docket # 6964", "Attn: National Mediation Board Members

My name is VitoAnthony Deliso and I am a Delta Air Lines flight attendant. I am writing because I fully support the new rule changes 100%. I think its about time that Delta flight attendants wake up and decide to vote in a union. Having worked for Delta for over 10 years, I have seen time and time again how management has neglected and mistreated its employees. It's time for a change. Please do not over-turn the new rule changes. We need a union badly. Mr. Anderson and his team have contracts, why don't we?

Sincerely,

VitoAnthony Deliso
NYC Flight Attendant

", "Kingzborough31@aol.com", "Kingzborough31@aol.com"
"Proposed NMB Representation Rulemaking - Docket # C6964", "Please amend
the current NMB rules in representational disputes to provide that a
MAJORITY of valid ballots cast will determine the craft or class
representative.

We vote for everything/everyone else this way!

Sincerely,

Lisa Hogan
Northwest/Delta Flight Attendant
", "Kintaro87@aol.com", "Kintaro87@aol.com"
"Docket Number C-6964 ", "To the NMB Board,

I am writing to let you know that I am in full support of the NMB's
proposed change for how Representational Elections are held under the
Railway Labor Act. I fully support changing the rule to let the majority
of voters determine the outcome of any election. Those of us under the
outdated Railway Labor Act are the only group in the country who have to
deal with the voters who don't vote as if they voted 'no'. This is not
only undemocratic, but it gives the companies against unionization, yet
another vehicle by which to try and sabotage the unionization effort. It
has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change
is to the workforce of the industries under the RLA. Especially to the
employees at Delta Airlines who are facing two large representational
elections in our near future, against a company that is known for their
relentless and ruthless tactics against our organizing efforts. Please
instate this voting rule change as soon as possible and set those of us
under the RLA free of this archaic restraint.

Thank You,

Kirk Lindesmith

Vacaville, Ca
", "Kirk Lindesmith", "kirklindesmith@hotmail.com"
"Support for YES/NO balloting", "Ladies and Gentlemam of the Board;

I support the rule change not only for myself, a Delta flight attendant;
but also for my nephew a UPS driver.

Thanks, Kirk Purvis

", "Kirk Purvis", "dsgnbuff@yahoo.com"
"Delta Change", "All:

I am a Delta flight attendant who feels very strongly against a union and what they stand for...I have had experience with unions as I am former TWA who found first hand who and what the unions stand for. They, like the AFA are nothing but a way the government hides the mafia and does whatever it can to intimidate people to paying their high salaries for their own personal gains. I knew that one of you would side with the AFA as you were an AFA member at one time, and I think that you would step aside from this as you are too close. I have always been able to speak for myself and know that I would NEVER use a union as I come to work and do my job. The people who need a union are those who should not even have a job at an airline...in a job that is safety driven, I am sorry that you feel that you have to put a wedge between it's employees by this ridicouls change in the way voting occurs, one that has worked for years. Yet, you seem to use your power, like the unions to force innocent people to have a gun held to their heads to pay union dues they will never get the benefit of. The minority are the one's who need the union, not the majority, yet in your close minded way, you feel this should change. Yes, I am VERY angry with what you propose to do, I have been threatened and at one point, was in van on my way to the airport when someone from the union tried to run us off the road. A friend of mine had a gun pulled on them by a union member for not doing what they wanted. Another union member called a friends house to tell her 13 year old son that his mother had just been killed in a plane crash, another came home from a 3 day trip to find her cat nailed to her garage door. The unions make promises they never intend to keep nor have the right. One of my close friends left a note for her 16 year old daughter and 17 year old son and went into the garage and turned the car on because she was so depressed about what the union had promised her they never intended to keep. Even though she took her life, I see the blood on the hands of the union and if you proceed with your process, I feel the blood of my friend is on your hands as well...you would be no better then they are. I plead with you to reconsider the change in the voting, and most of all...we should proceed with the vote at Delta so we can go on with our lives. As for the one person on the mediation board who was former NW and AFA, I feel very strongly that you should resign your position and NEVER have anything to do with the mediation board. I would not put it past this person to be getting a kick-back from the AFA to make sure changes are made in their favor.

Sincerely,
Kevin M. Chapa
Flight Attendant - Delta Air Lines, Inc.
""No Way AFA""
", "kmchapa@aol.com", "kmchapa@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

irjubf <https://launchpad.net/~addisonbrquotation> viagra pills for sale
hfejfe <https://launchpad.net/~addisonbrquotation> viagra pills for sale
vegout <https://launchpad.net/~addisonbrquotation> viagra pills for sale
wgosbm cost>cost of viagra <<https://launchpad.net/~mcgreevycolunynyt1348>>
hyghep low>low cost viagra <<https://launchpad.net/~halephloxnu>> btmytc
[url]<https://launchpad.net/~halephloxnu>[/url] low cost viagra

kmlcge

","kmlcge","mcgreevycolunynyt1348@gmail.com"
"NMB Proposed Voting Change","To Whom It May Concern:

I would like to take this opportunity to voice my concerns with the proposed voting process change. I have been a Flight Attendant for 13 years and almost ten years of that with Delta Air Lines. I have watched as representation has been determined for other carriers all while our representation issues remain in limbo. I watched as two carriers had there representation decided by the current voting process and these two carriers filed for the election process after the AFA-CWA filed for an election with Delta Air Lines. I find this to be a misuse of the process. I understand what is at stake for the union and how much money they stand to lose if not certified as the union at Delta Air Lines, as we are the largest carrier in the world, however we all deserve a fair voting process. The current process as stood for 75 years and during that time the union has been elected in and chosen by employees to not be the right fit for them. This proves the process works. If you do decide to move forward with the yes/no vote or minority rule then please allow for a process to decertify a union. This new system allows for an easier path for a union to be certified and therefore should allow the employees with an easier path to decertify the union if they are voted in. Please do some thorough research on this matter as it effects may us citizens not just union workers. Thank you for your time and consideration of this matter.

Sincerely,

Kara Kohls

","Kohls, Kara","Kara.Kohls@delta.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Laura Kordsiemon

2480 W. Rustic Roads Drive
South Jordan, UT 84095

","Kordsiemon, Laura L","Laura.L.Kordsiemon@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

ldyjmu <https://launchpad.net/~textorobipan1563> best price levitra hnzeup best price levitra <<https://launchpad.net/~textorobipan1563>> uphicd best price levitra <<https://launchpad.net/~textorobipan1563>> vwbit buy>buy levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> uhzoyb [url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

kqtfmq

", "kqtfmq", "jpdpegboardfrench@gmail.com"
"Docket # C-6964", "11-21-2009"

My name is Kristin Marie Bernier and I am a flight attendant for Northwest/Delta Airlines. I am writing in SUPPORT of Docket # C-6964 in creating a NEW fair & democratic ballot for representatinal elections.

I would like to personally thank you (the NMB) for allowing us to let our voices be heard and have hope that these new rules for a yes/no vote will be in place for us (Northwest/Delta FA's) with our upcoming vote.

Sincerely,

Kristin M. Bernier
17950 Liv Lane
Eden Prairie, MN 55346
952-426-0813

Windows Live Hotmail: Your friends can get your Facebook updates, right from Hotmail®.

<http://www.microsoft.com/middleeast/windows/windowslive/see-it-in-action/social-network-basics.aspx?ocid=PID23461::T:WLMTAGL:ON:WL:en-xm:SI_SB_4:092009>

", "Kris BERNIER", "kmajber@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964"

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Kris Wallace

","Kris Wallace","k.wall@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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LETS START TRYING TO KEEP JOBS WE ALREADY HAVE AND HAVE HAD FOR 30 YEARS.....THIS IS A POSITIVE CHANGE IN THE RIGHT DIRECTION TO SAVE JOBS! MR ANDERSON OF THE NEW DELTA IS NOTHING BUT A UNION BUSTER-DOES NOT TREAT EMPLOYEES WELL- WOULD LIKE EMPLOYEES TO WORK FOR LOWER WAGES WITH NO CONTRACT-LOST HOW MANY JOBS ALREADY WITH DL/NW MERGE

krisanne horsch

","krisanne horsch","krisannehorsch@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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save my job! PLZ! mr anderson @ the new delta is a union buster_ STOP HIM!

krisanne horsch

","krisanne horsch","krisanneHorsch@yahoo.com"
"Docket No. C-6964 ", "Dear NMB-

I applaud and support the change in voting procedures recently announced.

It appears there are still those that feel some Americans are not entitled to a democratic form of voting. Those who would want people who don't actually cast a vote to have a vote tallied for them anyway. No other democratic election has such a ridiculous loophole.

It is long over due for the NMB to join and catch up with the NLRB's voting process and indeed that of the world's oldest Democracy, the United States Federal Elections.

It is my sincere hope that you will change the voting procedures. A ballot cast is a ballot counted. A Yes vote is a Yes vote, a No vote is a No vote. And someone who doesn't cast a ballot DOES NOT have any vote (yes or no) counted for them.

Sincerely,

Kristen M Carlson

Flight Attendant, NWA, a subsidiary of Delta Air Lines, and member, Association of Flight Attendants.

","Kristen Carlson","kristen@carlson.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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kristi a. lehn

","kristi a. lehn","kberherr@q.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kristi Paetznick

","Kristi Paetznick","bbdreamer31@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kristin H Schwappach

","Kristin H Schwappach","avanti@usfamily.net"
""","We need our voting to be fair and equitable to all. Please put
through the change!

Kathy LaCerte 23921 E Easter Place, Aurora, CO 80016

Delta Air Lines

","ktl25@juno.com","ktl25@juno.com"

"Re: Proposed NMB Rule Change For Union Representation Elections Docket No. C-6964","November 22, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank you for your sincere attention,

Jennifer A. Kupler

Delta Air Lines

1421 Roper Mountain Rd.

Apt. 384

Greenville, SC 29615

P: 864 346 5225

","Kupler, Jennifer A","Jennifer.A.Kupler@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Kurt Hadaway

", "Kurt Hadaway", "kurthadaway@yahoo.com"
" DOCKET No. C-6964. ", "I am writing in support of democratic procedures and a level playing field when voting to choose or not choose union representation. A yes/no vote is the only FAIR way...and big corporations have controlled the vote for way too long.

Sincerely,
Kathleed Wertz
", "KWertz5872@aol.com", "KWertz5872@aol.com"
"Democracy", "NMB Members,

I am writing in support of the proposed rule changes regarding on how voting is conducted under the Railway Labor Act for union elections.

The Democratic process is severly undermined with the current system. All elections in this country are a majority vote and this process should also pertain to Americans working under the Railway Labor Act.

The new rule changes encourage people to go out and be involved with their work enviroment by empowering them and giving them a voice. Please do the right thing and allow for this rule change...it is your American duty to protect the democracy.

Regards,

Concerned American Citizen
Kyle Clevenger

", "Kyle Clevenger", "kdclevenger74@yahoo.com"
"docket noc. 6964", "Thank Thank you!!!!!!! The voting will finally be fair. Its great living in America again, thank you, I can say I am proud to be a American.

", "Kyle Stein", "steinkyle@ymail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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LaDena Williams

","LaDena Williams","denajw@yahoo.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
nicole tucker
2455 hawkhurst st.
memphis, TN 38119

","lafemmenicolie@hotmail.com", "lafemmenicolie@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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<https://launchpad.net/~stanfordqkaustria> purchase levitra

lailtw

","lailtw", "sqgglamorousWalters@gmail.com"
"C-6964", "307 Morgan Drive
Slidell, Louisiana 70460

Date: November 20, 2009
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

____Lester Mayho_____

Signature

Lester Mayho_____

Print First and Last Name

____Delta F/A_____

Position

","lamayho@aol.com","lamayho@aol.com"

"End Practice of Counting Eligible Voters Who Do Not Cast a Ballot ","

National Mediation Board:

RE: current rule of counting Non-votes as 'NO'

I don't have a 'dog in this fight' but it has always astonished me that current NMB rules that count non-votes as "No" votes as totally Un-American.

As such companies like Delta Airlines can intimidate and coerce its workers into simply not voting. And thereby extract a verdict totally in the company's favor and, in no way, respecting a large percentage of the workers of that company.

What other voting process works like that ... in America?

The answer is: No other place.

Such a tactic is wholly contrary to American values and principles.

PLEASE discontinue this practice and simply count non-votes as non-votes. If a person doesn't vote nothing is counted.

I sincerely request that you adopt the same set of rules that we use in America for all other elections: simple majority of those VOTING to determine the outcome of that election.

Sincerely,

Lance Miller

PO Box 1656

Mercer Island, WA 98040

","Lance","lmmille@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Lance Lott

","Lance Lott","lottlt@comcast.net"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Cyndi McGinnis

Delta Airline employee

","Lance McGinnis","lcmcginnis@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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lara ho

","lara ho","lara1553@yahoo.com"
"NMB decision to overturn union voting procedure for Delta Flight Attendants","re:Docket no. C-6964 NMB change in voting procedure for Delta union representation.

I would like to applaud the NMB for it's decision to overturn the present method of voting for Union representation for the body of the new Delta flight attendant corps. The implementation of the new system of voting is undoubtedly the only fair and democratic method in allowing all flight attendants the chance to ACTIVELY participate in voting! The voting system which is currently in place is not only archaic and obsolete in this day and age, but is blantly lopsided and caters to those who choose to do NOTHING, yet their voice is heard. Consequently, the complacency is still rewarded with their vote being counted! NONSENSE! Thank you for seeing the importance of opening the gates of opportunity and let voices be heard for those who are concerned enough to actively vote!

Larry -- ALWAYS SOMEWHERE

","Larry","larryairy@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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larry armstrong

","larry armstrong","laponyl@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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larry effler

","larry effler","poohbear_63@tds.net"

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I am glad that the NMB finally is considering this change. It has been a long time coming,

larry j. sano sr.

","larry j. sano sr.", "sanolarry@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Larry Prescott

","Larry Prescott", "misterlar@yahoo.com"
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Larry R. Collins-McAfee

","Larry R. Collins-McAfee", "hellolare@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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laszrz

", "laszrz", "petersnecumes1489@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Laura Payan

", "Laura Payan", "payango5366@aol.com"

"Docket #C-6964", "My name is Laurie Berglund. I am a flight attendant with Delta Airlines. My employee number is 065811800. It is definitely time to change the method that aviation and railway workers in our country vote in union elections. I am IN FAVOR of the NMB voting rules change so that the "majority of voters" can make the decision. No other election needs 50% plus one to count. And it is unfair to have someone who does not take the time to vote at all to be counted as a "NO" vote. Many of our senators and congressman would not have been elected had that

been a rule. Please let the NMB change the voting rule so that the
""For/Against Union"" vote can be won by the majority, not the minority.
This is a necessary change for an outdated rule. Thank you, Laurie
Berglund

", "Laurie Berglund", "laurie_berglund@yahoo.com"

"NMB RULE CHANGE...YES!!", "Date: ___ December 5, 2009 _____"

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I
commend the Board for
taking action to ensure that all railroad and airline employees will, at
last, be able to participate
in a fair and democratic election process to determine the issue of
collective bargaining
representation.

As the TTD stated in their petition for this change, "The current voting
procedures are

fundamentally unfair and encourage and reward employer-run voter
suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the
airline and railroad

industry - does an eligible voter wishing to sit out an election have his
or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-
silence or inaction

obviously sabotages the expressed will of the voting majority." It is
inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management.

The corporate

playbook is simple: hire union-busting consultants, run voter suppression
campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated
rules to help block

unionization, by ensuring that all those who are unable or choose not to
participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic
principles of democratic

elections in this country, which hold that the winner of an election is
the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to

provide that a majority of

valid ballots cast will determine the craft or class representative. A

similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.
Respectfully,

laurie gandrud _____
Signature

laurie gandrud _____
Print First and Last Name

20 year flight attendant msp based _____
Position

Windows 7: Unclutter your desktop. Learn more.
<http://www.microsoft.com/windows/windows-7/videos-tours.aspx?h=7sec&slideid=1&media=aero-shake-7second&listid=1&stop=1&ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_7secdemo:122009>
", "laurie g", "lauriegandrud@hotmail.com"
"docket number c-6964", "

My name is Laurie Meuleman and I am an Delta Airlines flight attendant. I'm commenting in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process.

Thank you.

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now. <<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>
<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>
", "Laurie M", "nwskyhag@hotmail.com"
"Proposed NMB Representation Ruling", "

My name is Laurie Norton and I am an Delta Airlines flight attendant. I'm writing in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. Thank you.

", "Laurie Norton", "laurienorton@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Lawrence Gniadek

","Lawrence Gniadek","larryg38@aol.com"

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I am in full support of this proposed change and believe it is the only fair way to protect workers rights.

lawrence T. Stock

","lawrence T. Stock","Liveinirons@yahoo.com"

"Proposed NMB Rule Change For Union Representation Elections","11-19-09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Mark Layne | Delta TechOps | 404-714-0293 Office | 678-644-7423 Cell

","Layne, Mark","Mark.Layne@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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lbhoxp

","lbhoxp","jpdpegboardfrench@gmail.com"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries

as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Linda Sorenson
434 Sycamore Ln
Euless, TX 76039

","Lbsorenson66@att.net", "Lbsorenson66@att.net"
"DOCKET NUMBER C-6964", "Subject: NMB

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Sincerely,

Leasha. A DuPuis

Delta Flight Attendant

","Leasha A. DuPuis","dupuis5@comcast.net"
","12/23/09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

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We would rather see Delta close its doors forever than be forced into representation by a group that's only goal is to rob us of our money. I have spoken with countless groups of employees and we have decided our first step will be a work stop and strike. As an employee based in Atlanta it will show the world that we mean and stand behind how we feel. This will cause a spark and catch on in every other airport world wide.

Best Regards

Willis S. Ledbetter

","Ledbetter, Willis S","Willis.S.Ledbetter@delta.com"
"doc. No. c-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

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Sincerely,

[View Bulletin on Facebook](#) | [Leave a Comment](#) | [Go to Cause](#) | [Invite Friends](#)

","Lee Coan","leecoan18@gmail.com"

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Please do not deny any workman the right to chose fair elections and union representation in the workplace of our Country's Airline Industry.

Lee Ostrander

","Lee Ostrander","beemanlee@yahoo.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,

Jackie Lee

Delta Airlines
FTSA

","Lee, Jackie D","Jackie.D.Lee@delta.com"

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Leo Reisinger

","Leo Reisinger","lareisinger@hotmail.com"
,"I am writing this e-mail in support of changes the NMB is considering for union representation voting. I have been an employee of a major airline for 17 years and feel that these changes will help the industry I work in. I never knew that any election in this country was held in a manner in which our union representation election are currently held. I feel not to change these rules will go against the very core values that our country was founded on.

Thank you
Mr. Leon Allen

","Leon Allen","mr_allen313@yahoo.com"
"Proposed NMB Rule Change For Union Representation Elections ","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

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Washington, D.C. 20005-7011

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Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this

proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Leon Jensen

Leon Jensen
Controlled Environment Packaging, Inc.
OUR 15th YEAR
4315 South Lee St Suite 200
Buford, GA 30518 USA
T 770 614-5300
F 770 614-7611
e-mail leon@cepacinc.com
website www.cepacinc.com <<http://www.cepacinc.com/>>

","Leon Jensen","leon@cepacinc.com"
"Docket#C-6964","Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representation elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank You,

Les Koby
Omak, WA
","Les/Lori Koby","cyberled12@gmail.com"

"DOCKET NO. C-6964", "November 4, 2009

Elizabeth Daugherty, Chair

Harry Hoaglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections -

Docket No. C-6964

Dear NMB Members:

I write to register my strong support for a change in the National Mediation Board's

("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of

union representation elections in the airline and railroad industries as is the case in all

other industries. The NMB is alone among governmental agencies in requiring of an

airline or railroad in order to win union representation. Thus, under the current rule, if fewer

than fifty percent of the workforce participates in the election, non-voters are counted as

"no votes" and union representation is lost regardless of the number of employees who

actually voted in favor of the union. Thus, airline and railroad management are rewarded

for suppressing their own employees' participation in an NMB-sponsored election. This is

unfair and stands in contrast to the rules applied in our democratic system in America's

general elections where a majority of votes cast determine the outcome regardless of the

number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may

have been born of concerns concerning communications with employees in distant

locations, is no longer valid in the modern era. With today's multiple means of electronic

and telephonic communications, and the NMB's own electronic voting system, a "super

majority" vote is no longer necessary to insure broad participation and the Board's policy

should be updated to become more democratic in meeting the needs and realities of the

21st Century.

Respectfully,

", "Leslie Heron", "leslieheron@yahoo.com"

"New Ruling NMB", "My name is Leslie Whitley and I am a 30 year flight attendant for Northwest Airlines. I'm writing to state my approval of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for NWA/Delta flight attendants and support a fair and democratic voting process.

Thank you. Leslie Whitley

", "Leslie Whitley", "socalles@roadrunner.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

lex gunderson

", "lex gunderson", "lltjn@frontiernet.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I am a pre-merger Northwest reservation agent, please change the election rules, we want the Union to stay!

Lezlie Johnson

", "Lezlie Johnson", "lajohnson42@msn.com"
"Docket no. C-6964", "November 21, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our

choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Luis L. Guzman
Delta Air Lines Flight Attendant

","LGUZMAN01@aol.com","LGUZMAN01@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Linda arakaki

","Linda arakaki","Alohapup@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Linda Couch

","Linda Couch","linda_couch@hotmail.com"
"DocketNumber C-6964","I am a flight attendant with the new Delta. Please vote in favor of the NMB voting rules change on Docket Number C-6964. Please let the majority of voters rule and not let the vote be voided by the minority. Thankyou for reading this!!! Linda Dietzler ldietzler@yahoo.com Msp flight attendant.

","Linda Dietzler","ldietzler@yahoo.com"
"NMB Voting","I have worked in the airline industry for 33 years. I have seen many changes.
At this time the NMB has a chance to change and make history. I encourage those who have a say in the changing of the voting rules for the airlines to please do so.

No other election in the country is run this way. It is just not fair or democratic.
I have always taken the time to read and then vote for what I believed in during my career.
That fact that someone who just doesn't care and foregoes the right to cast a vote, and their vote could be counted against a ""yes"" vote by me, is just not fair.

If you vote, your vote is counted. If you don't vote, your vote is not counted.

Thank you
Linda Fischer

","Linda Fischer","jfmminnow@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

this unfaire practice must be stopped now! please change this rule now

linda gunderson

","linda gunderson","lltjn@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

LINDA HENDERSON

","LINDA HENDERSON","linda.l.henderson@nasa.gov"
"Docket # c-6964","As a Pan Am flight attendant I was represented by a union for many years, but, since becomng a Delta flight attendant in 1991, I have lost that privilege and want to regain it. It is quite unfair to conduct an election and only count the ""yes"" votes, assuming that anyone who does not vote is voting ""no."" In the majority of elections, political or otherwise, votes ""for"" and ""against"" are counted and the majority wins. This can be the only fair way to determine what the voters really want. I urge you to respect the wants and needs of the majority of workers and change the voting procedure to a more equitable format where everyone's voice is counted, not everyone's silence.

Linda May
Flight Attendant
Delta Air Lines
","Linda May","licamay47@bellsouth.net"

"Proposed rule changes","Dear Sirs:
I am a Delta Air Lines flight attendant of 41 years. I whole heartedly support the rules change for a yes/no ballot.

To have future representation elections in the transportation industry in this manner is the only fair way for an election to be conducted.

I applaud your innovative and modern approach to current elections.

Sincerely,
Linda Sorenson

","Linda Sorenson","lbsorenson66@att.net"
"Voting Rules","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Linda Boyd

","Linda Stein Boyd","Linda@LindasProperties.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

linda wohlfert

","linda wohlfert","angelamariebowen@yahoo.com"
"RLA VOTING PROPOSAL CHANGE","To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large

representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

THANK YOU

LINDA MILLER

NORTHWEST/DELTA FLIGHT ATTENDANT

","lindamiller4110@aol.com","lindamiller4110@aol.com"

","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely, Wendy Lindquist

","Lindquist, Wendy","Wendy.Lindquist@delta.com"

"Viewpoint from a Delta Flight Attendant","National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

November 15, 2009
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Linnea Hanson Hanley
Northwest/Delta Air Lines
Flight Attendant

","Linnea Hanley","linneahanley@yahoo.com"
"rule change", "

A short note to let you know that I support the union representation election rule change Docket #C-6964.

John Lipke

12621 Wells Ave

Stewart, MN 55385

lipke@ll.net

","lipke","lipke@ll.net"
"vote change","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and

airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Marcie Kelley

", "lips2nv@consultant.com", "lips2nv@consultant.com"

"Docket #C-6964", "November 18, 2009"

National Mediation Board
Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority."

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low, and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes. Although Delta management strives to prove this procedure "fair and Democratic," one must ask, if this is true, how many elected officials would never be certified as winners, and how many laws would Congress be able to enact if our Country was subject to the same rules?

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast, will determine the craft

or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Christine Werner
Northwest/Delta Air Lines
Flight Attendant-DTW

","Lips4Hours@aol.com","Lips4Hours@aol.com"
"docket number C-6964 SUPPORT proposed rule","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Dear Members of the National Mediation Board:

I am a Delta Air Lines flight attendant. I am IN FAVOR of the proposed voting procedure change that provides for ""a majority of valid ballots cast will determine the craft or class representative"" and I SUPPORT a democratic YES/NO ballot. I believe that this change to the NMB election procedures ""will provide a more reliable measure/indicator of employee sentiment in representation disputes and provide employees with clear choices in representation matters."" I also believe that everyone should be encouraged to participate in a democratic process of voting.

Thank you,

Lisa Caretto
2337 Garfield Avenue
Carmichael, CA 95608

","Lisa","sparcenter@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This is the right thing, and the right way to have an election. Please make the change. Thank you.

Lisa Fredbo

","Lisa Fredbo","fredbo2@msn.com"
"C-6964 a fair election","Thank you for recognizing the flawed and outdated election practices from the railway labor act that was passed hundreds of years ago. As a former Northwest Airlines Flight Attendant, I am relieved that we will finally have an election for union representation that is fair and unbiased due to DELTA management's interference with the democratic process. As I am sure you are well aware, almost 13,000 Delta Flight Attendants signed petitions to trigger a vote for Union Representation a few years ago. Due to DELTA management's harassment and threats, less than half of those Flight Attendants voted for representation at that time. Those non votes are what caused the Union representation issue to fail. It is public fact that the former NMB requested more than once that: ""DELTA discontinue harassing their Flight Attendants and to allow the democratic process to prevail."" I am asking you to stay solid regarding your decision. If the original DELTA Flight Attendants are to afraid to vote then please let the rest of us determine the outcome of this election. It is quite frightening that a company this enormous can reek such havoc regarding this important issue. Thank you, Lisa Caldecott Gilbertson, NWA FA 021865. My home address for comment on this crucial issue: 32 Moonlight Bay Stillwater, Minnesota 55082. My personal phone number: 651 351-2800."
","lisa gilbertson","gilbertson.lisa@gmail.com"
"Proposed NMB rep","November 25, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rule making - Docket # C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, ""The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns...Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence

tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules proved an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Sincerely,
Lisa Harte
Voluntary Furloughed Delta Flight Attendant
laharte@bellsouth.net

","Lisa Harte","laharte@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

lisa krause

","lisa krause","uallady46@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Lisa L Laird

","Lisa L Laird","lllaird1231@gmail.com"
"Representational Elections","To the NMB Board,

I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Lisa Lonstron
Flight Attendant / PDXFA
Alaska Airlines

","Lisa Lonstron","eyefleye@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

lisa piscitello

","lisa piscitello","lpiscitello@atlastoyota.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Lisa Sweeney

","Lisa Sweeney","mls1982@verizon.net"
"Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)","December 11, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Lisabeth L. Kay
Hapeville, GA

","Lisabeth Kay","lisabeth.kay@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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LISEA BILLINGSLEA

","LISEA BILLINGSLEA","LRTBILL@SBCGLOBAL.NET"
"Voting Rights for the 21st Century","

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Livia Kelly
PO Box 753776
Memphis, TN 38175

","livia@sprintmail.com","livia@sprintmail.com"
"Union Voting","

National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

19Nov09

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes. Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the

cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.
Respectfully,

Elizabeth A McLoone

Northwest/Delta Air Lines
Flight Attendant

Bing brings you maps, menus, and reviews organized in one place. Try it now.
<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Restaurants_1x1> =

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141664/direct/01/http://clk.atdmt.com/GBL/go/177141664/direct/01/>>

", "Liz McLoone", "lizflys@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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bmrvzj <https://launchpad.net/~craseeicili1975> generic cialis overnight
tfhaal generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
apsrst generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
glzdws buy>buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> uzvotq
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in usa

ljiekf

", "ljiekf", "freireobiliko1352@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Lloyd Coleman

", "Lloyd Coleman", "oats61@comcast.net"

"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Brian Garvin
508 E. 62nd St
Savannah, GA 31405

","local256news@gmail.com","local256news@gmail.com"
"Docket Number C-6964",

I am writing in support of the proposed representation vote counting rules in regards to Docket Number C-6964. The changes will allow for a more accurate polling of a labor group's representational preference.

The current system requires an unreasonable threshold to be reached when voting for representation, as all non-votes are counted as "no's". A labor group should decide their representational future, but it should be a fair contest. The "no" camp should not receive an unfair advantage by getting credit for non-votes.

I am encouraged by the enlightened direction the new NMB panel is leaning, and I urge the board to adopt this new policy to provide labor groups across the country a fair playing field to choose representation (or not) for themselves.

Thank you for your attention to this important issue,

First Officer Logan Davis
Delta Air Lines

","Logan Davis","auflyer2@hotmail.com"
"Proposed NMB Representation Rulemaking","Dear NMB,

I have been a Flight Attendant for Northwest Airlines for 23 years. I feel the current rules for voting for union representation are undemocratic and flat out unfair. We should have the same rules as all other labor groups. A true yes or no vote is the only way it should have ever been. Many people choose not to get involved and don't vote. That should not be end up be a "no" vote. It shouldn't be included at all. Ballots get lost in the mail. It shouldn't be included as a "no" vote. Just because rules have been in place for decades, doesn't mean that they are right or should stay in place. WE NEED THESE RULES TO CHANGE NOW! We need a fair and democratic voting process. Too many things have been going against laborers, pay cuts, factories moving overseas, and lay-offs. We need something to go in our favor.

Thank you,

Kathryn Swarts

NWA Flight Attendant

23 Years

", "Lonerunner61@aol.com", "Lonerunner61@aol.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Tina Longe

3152 West 9340 South

West Jordan, UT 84088

", "Longe, Tina", "Tina.Longe@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I understand that United Airlines wants to eliminate health insurance for retirees. Please do not let that happen. Please do not let previous illness issue allow the retiree to be cancelled from coverage. I understand that at this time, United is under the ARRISA act and that they can not decline to cover the retirees. But if some changes have been made, please negotiate to keep us covered with good coverage.

LONNA FISCHER

", "LONNA FISCHER", "denretiree@yahoo.com"
"Proposed NMB Representation Rulemaking-Docket Nummer C-6964", "

RE: Proposed NMB Representation Rulemaking-Docket Nummer C-6964

I am writing to let you know that I support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act.

Lora Avalos
Northwest/Delta FA

", "Lora A", "mrslava2u@yahoo.com"
"Re: Proposed NMB Representation Rulemaking-Docket No. C-6964", "

Mail and Hand Delivery:
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

11/16/09

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Everyone has an equal and fair opportunity to cast their vote during a fair and free election; those who choose not to vote and those who choose to vote. A law that says a person not casting a vote is voting no is not part of a fair and free election. If a person doesn't vote, it means they choose not to participate not that they are against having a union. If a person doesn't want a union, they should have enough interest to cast their vote and make it count just as a person who wants a union would vote yes.

"We", the NWA Flight Attendant Group and the Delta Flight Attendant Group, are not asking to tip the scales for or against a union. What we do want is a fair and free election. We have grown up in a country that has always told us we are a fair and just country and we have a right and a duty to voice our opinions. Where is the fairness and justice in the current law?

"An Unjust Law is No Law at all"

Respectfully,

Loretta Rood 073271400

Northwest/Delta Air Lines
Flight Attendant

","Loretta Rood","lorettakrood@yahoo.com"
"Docket 6964","

I am writing you to let you know I support a fair union election process by allowing the NWA/Delta flight attendants to have a Yes/No vote. People who don't vote should NOT be counted as NO or being automatically against a union.

Northwest Flight attendant (Delta employee No. 073271400)

Loretta K. Rood

","Loretta Rood","lorettakrood@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Lori Chullino

","Lori Chullino","lchullino@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I strongly agree with the IAM about supporting the change to the NMB Election Rules. I urge you to change these rules so they reflect the majority of employees who vote. Please change these outdated rules so that they are fair to workers and give an accurate count in this important decision.

Lori Nels on

","Lori Nelson","nwane10712@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I am in my 25th year of employment and have already sustained one merger, my second merger now with delta. I am begging you to change the nmb rule to allow me my retirement with a fair and equitable company. The company is claiming to be fair and equitable, however, undermining every corner of allowing us a vote tha t is fair.

Lori Schmidt

","Lori Schmidt","Lorilee360@live.com"
"NPRM","Please amend the Railway Labor Act Rules, to allow election results to mirror those of any political election. The present system is not fair and needs to be updated to reflect modern day values.
","Lou","calpvd@cox.net"
"Rule change for how unions are voted in","

Dec. 11, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way!

Sincerely,

Louie Evans

","Louie","louiel71@cox.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Louis Kamber

","Louis Kamber","lgkam@aol.com"

"Docket C-6964","

December 10, 2009

Ms. Linda Puchala, Member

National Mediation Board

1301 K Street, N.W., Suite 250 E

Washington, D. C. 20005

IN RE: Proposed NMB Rule Change for Union Representation Elections -
Docket No. C-6964

Dear Ms. Puchala:

Please find the attached letter registering my support for the proposed rule change.

I am

Respectfully,

Louis S. Reine

Louis S. Reine

President

Get gifts for them and cashback for you. Try Bing now.
<http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT_MSHYCB_Shopping_Giftsforthem_cashback_1x1>
", "Louis Reine", "lsreine@hotmail.com"
"Docket C-6964", "Mr. Harry Hoaglander, Member

National Mediation Board

1301 K Street, N.W., Suite 250 E

Washington, D. C. 20005

IN RE: Proposed NMB Rule Change for Union Representation Elections -
Docket No. C-6964

Dear Mr. Hoaglander:

Please find the attached letter registering my support for the proposed rule change.

Thank you.

I am

Respectfully,

Louis S. Reine

Louis S. Reine

President

Windows Live Hotmail gives you a free,exclusive gift. Click here to download.

<http://www.microsoft.com/windows/windowslive/hotmail_b11/hotmail_b11.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_7:092009>

","Louis Reine","lsreine@hotmail.com"

"Docket C-6964","

Ms. Elizabeth Daugherty, Chair

National Mediation Board

1301 K Street, N.W., Suite 250 E

Washington, D. C. 20005

IN RE: Proposed NMB Rule change for Union Representation Elections -
Docket No. C-6964

Dear Ms. Daugherty:

Please find the attached letter registering my support for the proposed rule change.

Louis S. Reine

Louis S. Reine

President

Windows Live™ Hotmail is faster and more secure than ever. Learn more.
<http://www.microsoft.com/windows/windowslive/hotmail_bll/hotmail_bll.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_1:092009>
", "Louis Reine", "lsreine@hotmail.com"
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Louis Wiseheart

", "Louis Wiseheart", "jabbykate@insightbb.com"
" Docket No. C-6964", "Date: Nov 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.
Respectfully,

Ashley R. Forro
Position: Northwest Flight Attendant

", "love2shoptwo@aol.com", "love2shoptwo@aol.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Lori Bennett
121 Cambridge Rd.
Madison, WI 53704

", "lsbennett@tds.net", "lsbennett@tds.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are

rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Frederick Feus III
2337 East Victory Dr.
Savannah, GA 31404

","lu188bm@uanet.org","lu188bm@uanet.org"
"docket number c-6964","dear nmb,

i, lucia chung premerger northwest flight attendant support a fair election.

thank you.

lucia chung #227314
los angeles base

","lucia chung","imskygrl@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I must confess that had it not been for the merger and the upcoming vote for the right to union representation, I would never have known that this rule even existed. At face value it's plain to see the injustice of such a rule and how it doesn't truly represent those who voted. Imagine if this rule was applicable to our presidential elections, eligible citizens not voting would be counted as votes for the incumbent's party is so un-American---so is the current election rule. I'm grateful for the proposed change.

Luis Gonzalez

","Luis Gonzalez","lygonzalez@juno.com"
",,"

Dec 1, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

I have worked in the airline industry going on 37 years and am appalled that anyone could think it fair or logical that a few can govern the will of the majority.

I urge you to reconsider this decision.

Mahalo,

Cindy Lum

","Lum, Cindy","Cindy.Lum@delta.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is

lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Glenda KELLER
4828 STURBRIDGE
Memphis, TN 38141

","luriod@me.com","luriod@me.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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surqze <https://launchpad.net/~sqglamorouswalters> levitra cost ergsof
levitra cost <<https://launchpad.net/~sqglamorouswalters>> qwrchi levitra
cost <<https://launchpad.net/~sqglamorouswalters>> buzouz purchase>purchase
levitra <<https://launchpad.net/~stanfordqkaustria>> vxxpgt
[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

lxmqdu

","lxmqdu","stanfordqkaustria@gmail.com"
"union vote","Dear Ladies and Gentleman;

Please change a non vote from a "NO" to a non counting vote! Please investigate the arbitrators decision on the "Me Too Clause.!"
Let's get the corruption out. Let's follow the code of law, and find ethics.

Lyn Augustin 701 520-0059

","lyn augustin","lynaugustin@msn.com"
"Docket No. C-6964","December 11, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Edraline "Lyn" D. Donovan

lyn@jtdonovan.com

","Lyn Donovan","Lyn@jtdonovan.com"
"Proposed Yes/No vote","

Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Lynda Gunter-Sanchez and I am a 41 year pre-merger Northwest Flight Attendant. I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and

airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote.

The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Lynda Gunter-Sanchez
Pre-Merger Northwest Flight Attendant

","Lynda Sanchez","llguns@yahoo.com"
"Docket Number C-6964","Sirs,

My name is Diana Barefoot and I am a Delta flight attendant and will be participating in representation election and would like this process is be a yes/no vote. Lets finally have a fair and democratic process in place.

Thank you for your attention in the matter.

","Lynn Barefoot","dlbfoot@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

lynn l\'hommerieu

", "lynn l\'hommerieu", "lynnflash2@aol.com"
"airline union voting", "i am a nwa/delta flt. attendant and want to express my appreciation of your consideration of the rule change regarding our union vote. it only seems fair to vote under the same rules as we vote for the president of the u.s. thank-you for taking the time to look at this important issue. sincerely, lynn

miller-wuatelet nwa/delta f/a lax base

", "Lynn Miller-Wuatelet", "lynnmillerw@cox.net"

"Proposed election change Docket No. C-6964", "I am writing in support of the proposed changes to the election process. Just as our national process requires that we actually take the time to vote to make our voices heard, and every voter must be duly REGISTERED to be certain he has the RIGHT to vote. Thank you for your consideration of this very important issue.

Lynn Velock PMNW

SEA Base

", "Lynn Velock", "lvelock@raevansden.com"

"Docket Number C-6964", "

RE: CHANGE THAT RULE!!!

Hello, my name is Lynnette Cole, and I am a flight attendant with the new Delta. My new Delta employee number is 022329900. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE so the ""majority of voters"" can make the decision. U.S. Congresspeople and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is palmettobug@bellsouth.net <mailto:palmettobug@bellsouth.net> .

Thank you for this long-needed change!

Lynnette N. Cole

Delta Airlines Flight Attendant

", "Lynne Cole", "palmettobug@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I never did understand the reasoning behind the 50% plus 1 vote. Everyone should voice their opinion thru a vote -- whether a yea or ney. Everyone should take part in an election -- not just the ones that are ""yeas"".

Lynne M Murray

", "Lynne M Murray", "tiggers_r_gr8@msn.com"
"Change in Voting Rules", "Dear NMB,

I am a Northwest Airlines (now Delta) flight attendant. I will keep this brief. I would like to see the voting rules for deciding whether or not a group is to be union represented to stay as they are. I believe that it is necessary that a majority of the flight attendant group, at the airline in question, vote for union representation. I am currently working under a concessionary contract (roughly 40% paycut) that was not voted in by 51% of the Northwest FA group at the time. 2000 FA's choose not to vote, and thanks to the yes votes of at least 600 FA's that received buyouts with the passing of that contract, I am working under what I believe to be a rather poor contract. While I do not believe that the outcome in the Delta/Northwest vote will change due to the change in voting methods, I still believe that 51% of the entire group should vote/support union representation for the entire group to be mandated into union representation.

Sincerely,

Lynnette Marshall

", "lynette marshall", "nwafa.lynette@yahoo.com"
"Proposed NMB Rule Change For Union Representation Elections", "December 10, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines

while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank You for Your Consideration,

Andrew Lyons

Concerned Delta Employee

", "Lyons, Andy", "Andy.Lyons@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Dear NMB I believe it is high time to bring the voting rules into line with modern times, for along time these company's have depended on the apathy of their employees not to vote either way there by counting these votes as a NO VOTE this is just wrong, we don't do it when we elect our public officials so why do we do it when electing union representation. the rule change you are considering is a good one and should be implemented as soon as possible so we can get on with this long drawn out process and move forward with this vote no matter what the out come is.

m b

", "m b", "cindy-07@comcast.net"
"[WARNING - NOT VIRUS SCANNED] Re. Docket No. C-6964", "To: The National
Mediation Board:
Docket Number C-6964

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m brown

", "m brown", "cbrown966@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mable Jones

", "Mable Jones", "mjones0321@comcast.net"
"", "

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Stephanie A. MacDonald Williams

Delta Air Lines

Lead- Reservation Sales

"No one individual can create an airline. An airline is a team."--CE Woolman

,"MacDonaldWilliams, Stephanie

A","Stephanie.A.MacDonaldWilliams@delta.com"

"Proposed NMB Rule Change for Union Representation Elections - Docket No. C-6964","I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small minority of employees, so the fate of an entire workgroup could be dictated by the decision of a few this is undemocratic. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must

include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow a way to decertify a union out, this is not right. The IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank You

Elizabeth MacDougall

","MacDougall, Elizabeth","Elizabeth.MacDougall@delta.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Matt Cartwright

","madison.ail@hotmail.com","madison.ail@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

mahesh patel

", "mahesh patel", "best2602@yahoo.com"
""DOCKET no. C-6964""", "Re: docket no C-6964

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Thank you,

Malin Vejfors
", "malin vejfors", "malin_newyorkcity@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Dear NMB Board Members, I would sincerely appreciate you supporting this rule change proposal on behalf of all air and rail workers like me who only want fair elections on a par with other voters. Thank you for your consideration Manuel German

Manuel German

", "Manuel German", "mbgerman@att.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Thank You .

Manuel Jimenez

", "Manuel Jimenez", "pitojimenez@aol.com"
"NMB and a fair election..", "Date: _November 18th.2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Marc Charnekar

Print First and Last Name

Position...Flight attendant

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now. <<http://clk.atdmt.com/GBL/go/177141664/direct/01/>
<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>
", "Marc Charnekar", "nwafamarc@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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marc cloutier

", "marc cloutier", "maarc1@verizon.net"
"Docket No. C-6964", "Dear Members of the NMB;

I support the recommended change of voting method to count only votes that are cast yes or no.

Sincerely,

Marc Gauthier

Orlando, Florida

", "Marc Gauthier", "marc.gauthier.fl@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Marc Ingram, Continental Airlines

", "Marc Ingram, Continental Airlines", "marcfishes@juno.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Marcedes Botelho

", "Marcedes Botelho", "Marcieb18@gmail.com"
"vote change Docket No. C-6964", "I would like to voice my support for the ballot change. It is time for a more democratic, fair and realistic vote.

thank you,

Marcello testoni
Northwest Airlines

", "Marcello Testoni", "uygloball@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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marcia barlage

", "marcia barlage", "isadora05@aol.com"
"C-6964", "I am a pre-merger NW flight attendant. It is time for a
change, time
for a Fair Election!

Thank you.

", "Marcia Lawler", "mblawler@visi.com"
"Docket Number C-6964", "Attached is a comment regarding the proposed
election rule change by the National Mediation Board.

--

Professor Margaret Levi

Jere L. Bacharach Professor of International Studies
Director, CHAOS (Comparative Historical Analysis of Organizations and
States)
Department of Political Science
University of Washington, Seattle

Chair in US Politics
United States Studies Centre (USSC)
University of Sydney

Web site: <http://faculty.washington.edu/mlevi/>

","Margaret Levi","margaret.levi@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Margaret Shelleda

","Margaret Shelleda","mshelleda@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","Dear NMB
Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Maria E. Santana

","Maria Eugenia Santana","ucasantana@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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The politicians who are in office and are against the change in election rules probably themselves wouldn't be in office if the non votes would have counted against them during election. Non votes, are just that, they do not count for or against, Anything else makes no sense.

maria thompson

","maria thompson","methomps@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Maria Waller

","Maria Waller","mdwand3@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I am a retired airline worker that retired with medical and dental benefits as well as a pension that were negotiated by my union. The airline that I spent 34 dedicated years working for has recently been merged with Delta Airlines. Shortly, there will be an election to determine the fate of our union. The fact that the fate of my benefits, benefits that I retired with, could be determined by non voters is totally unfair and should be changed to be more in line with national elections. Lack of a vote should NOT be a "no" vote. .

Mariam Hollinshead

", "Mariam Hollinshead", "mml522002@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Maricella Gutierrez-Ramirez

", "Maricella Gutierrez-Ramirez", "Hokugutierrez@aol.com"
"re: Delta Air Lines, Inc. AFA vote", "Dear National Mediation Board:

I have been employed with Delta for 30 years and am kindly asking for your attention to our voting process.
We desperately need the platform to change from all non-voting members counted as a no vote to include actual yes/no votes.

Delta has continually violated Federal Laws as a Southern Company - the largest employer in the State of Georgia which is a Republican. And, it is the 3rd largest in the City of Atlanta which is the largest city in the Southeast.

I have been involved with this campaign for 8 years and have witnessed illegal behavior from my company every day. Please understand that we need your support. Thousands of us work 16-20 hour days without OSHA rules and Federal protections granted other industries. And, this vote is crucial for us.

Yours truly,
Marilyn D. Bowden
Atlanta

","Marilyn Bowden","mbowdensells@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time for all of us to wake-up to reality and secure our features and those of our families...Vote IAM ! ! !

Mario A Ruiz Jr

","Mario A Ruiz Jr","mario_ruizjr@yahoo.com"
"Proposed NMB Rule Change For Union Representation Elections","

Date: Tue, 24 Nov 2009 20:08:51 -0800
From: no-reply@causes.com
To: marisolpena@hotmail.com
Subject: Proposed NMB Rule Change For Union Representation Elections

Keep Delta Air Lines Flight Attendants Union Free
<<http://apps.facebook.com/causes/335412?m=582b172f>> Bulletin

Posted by Leasha Bandringa DuPuis

Elizabeth Dougherty, Chair

Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Marisol Pena

", "Marisol Pena", "marisolpena@hotmail.com"
"New proposed voting rules", "

Dear National Mediation Board Members,

Please register my strong support of the new rules requiring the majority of votes cast to determine the outcome of a Union election.

This is the only fair and democratic way to register the affirmative yes or no vote in a election. It is not fair for non voters to count as a "NO" vote, especially under the conditions of voter suppression and interference that Delta management have been displaying quite heavily during this and past vote drives.

If a employee feels strongly against the Union as Richard Anderson seems to think most people are, he should be just fine with accepting the outcome of those that actively participate.

Please implement these new guidelines immediately, the success of our Airlines and their employees depend on it.

Sincerely,

Mark Robertson

19 8year Northwest Airlines employee

Mpls, MN

", "Mark & Joan Robertson", "mjtrober@msn.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Mark Apanowitch

", "Mark Apanowitch", "witchs@cox.net"
"C-6964", "Dear NMB

Thank you for taking the time to make sure we are able to have a fair and equal election. At NWA Delta Merger. In our democratic society it only makes sense as use the same fair and equal elections to elect our Govt officials to make our country Great And Strong.

Thank you
Mark Colao
AFA Local 94
DTW NWA

", "mark c", "markc63104@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I feel that it is only fair that workers, who are voting on whether or not to join a union, should have an election based on the same basis as national, state and local elections. That is, the decision is based on the majority of votes cast. Accordingly, I whole-heartedly support your proposed rule to make this a reality.

Mark Evers

", "Mark Evers", "mevers96@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Let's be fair with the voting rights for everyone.

Mark Kuertz

","Mark Kuertz","mkuertz_24562@fuse.net"
"Re: Docket Number C-6964",

Please support workplace democracy for airline workers.
I support for this rule change - known as Docket Number C-6964.

--Mark M Giese
1520 Bryn Mawr Ave.
Racine, WI 53403

","Mark M Giese","m.mk@att.net"
"Dec. 7 NPRM Meeting","To: All Members, National Mediation Board

From: Capt. Mark A. McCord

Dear Sirs/Madams:

This comment is to suggest the development and establishment of an additional new rule by the NMB. The rule would apply to all current and future Collective Bargaining Agreement negotiations currently under administration of the NMB through it's charter under the Railway Labor Act.

There is ample evidence to support the contention that negotiations, in general, are taking too long and costing too much money for all parties concerned. The time spanning initial request for mediation, actual mediation efforts, and Impasse declaration has been noted exceeding seven years in some instances. Such results are not reflective of timely and effective mediation efforts. There simply must be a defined time limit placed upon mediation efforts that all parties can respect and plan seriously for.

With the above thoughts in mind, I respectfully suggest the NMB establish a defined time limit, within which, to conduct all mediation efforts in a given negotiations proceeding. That defined time limit would serve as a clear and unequivocal guide for

Management and Labor to adhere to, thus accelerating the negotiations process to it's conclusion in a more timely and cost-efficient manner.

Thanks very sincerely for your every consideration.

Respectfully,

Mark A. McCord
Captain, B-737
American Airlines

", "Mark McCord", "markamccord@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mark Renaud

", "Mark Renaud", "mrenaud60@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Please pass the new election rules as soon as possible so those that take an active interest in their representation, whether yes or no gets

affirmed. Inactivity should not be assigned a no vote, it is very undemocratic. Thanks you,

Mark Robertson

", "Mark Robertson", "merober26@yahoo.com"
"Commet Regarding Voting Rule Change", "Monday, November 30, 2009

National Mediation Board
Washington, DC

My name is Mark Stell and I am a Delta Air Lines flight attendant.

I have worked for Delta for 18 years and have always been an engaged employee. I have also worked very hard to engage my fellow co-workers via different employee involvement opportunities at Delta.

My experience working with and for flight attendants is that they are NOT prone to be engaged employees. Whether it is the 'lifestyle' the job offers ... or the absentee nature of the workforce, it is very difficult to get flight attendants to participate in any activity outside the course of their specific work responsibilities. As an example, when Delta management used to conduct surveys to determine how Delta flight attendants wanted to be compensated it was a challenge to get even 20% of my peers to participate. And mind you, this was asking my peers what was important to them regarding their PAY!

I completely support the NMB's recommendation to change the voting rules to allow a majority of voters to decide the outcome of representation elections for airline and railroad employees. In truth, if it were up to me, I'd REQUIRE all flight attendants to vote, but that is not how our democratic process works. Voters should have the option to abstain without their abstention being counted as a 'no' vote. Employees who vote are 'engaged' employees; their voices represent the energy and passion that support and drive the success of their companies. Employees who do not vote are making a choice not to participate, and that choice should not advantage either side in the democratic process.

I appreciate your undertaking this rule change. I know our Delta management is against this change because it would cease an inherent advantage to keep Delta non-union. If my co-workers do not desire representation than it is only appropriate they vote not to be represented.

Sincerely,

Mark A. Stell
San Diego Based Delta Flight Attendant
", "Mark Stell", "gomark@cox.net"
"Proposed NMB Rule change", "
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Dan Marks
Senior Analyst - International Pricing
Revenue Management Dept.
Delta Air Lines, Inc.
404-715-6340
daniel.s.marks@delta.com <mailto:daniel.s.marks@delta.com>

", "Marks, Daniel S", "Daniel.S.Marks@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I am in full support of this change!

Marlene Corey

", "Marlene Corey", "mcorey63@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Marlin Bitz

", "Marlin Bitz", "marlinb@hotmail.com"
"NMB C-6964", "I strongly support the proposed change to the voting process. Any election outcome should be determined by only those who care enough to cast a ballot!

Marcette Gauer
38 year, Delta Airlines flight attendant
Seattle, Wa

", "marscrat@mac.com", "marscrat@mac.com"
"Ballots", "Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big business from stuffing the ballot boxes with silent ""NO"" votes from members who no longer should be on the active employee list and of course those that are deceased. It must be exhilarating to be able to vote posthumously! I view that as complete disregard for working employees who would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do have contracts, that would like to see those who do not, but yet continue to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It should be in the hands of the employees! I would like to see them stop interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers.

This brings to mind the voting scene in Iran early in 2009. If we don't stop big business now....will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Respectfully,

Marsha Anable

DTW FA 38 years

", "marsha anable", "papillon48@sbcglobal.net"

"Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964) ", "TO:

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Sincerely,

Martin Parker
Delta Airlines Flight Attendant
Employee # 211530

","Martin Parker","martinbparker@yahoo.com"
"CHANGE THAT RULE!",""

Hello, my name is Katie Martin,

I am a flight attendant with the new Delta. My new Delta employee number is 021713400. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR of the NMB voting rules change so the ""majority of voters"" can make the decision. U.S. Congresspeople and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is kmartin@nwaafa.org

Thank you for this long-needed change!

Katie Martin
LEC 95 Council Rep.
(952) 241-4129
kmartin@nwaafa.org

","Martin, Katie","kmartin@nwaafa.org"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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This is the right and fair thing to do. Marvin L. Johnson

Marvin L. Johnson

","Marvin L. Johnson","bowlermarv@cs.com"

"Docket No. C-6964",""

Date: 23 Nov. 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

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The current, antiquated, rules provide an unfair advantage to management. The corporate

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unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

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votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

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has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Mary L. Turnipseed

Delta Flight Attendant

", "mary", "marylt12@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Majority rules! - not someone who doesn't even vote.

Mary Dahle

", "Mary Dahle", "mlgd@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Mary J. Carter

", "Mary J. Carter", "drawbars-and-keys@juno.com"

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Docket Number C-6964

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Mary Jo Budzyn

", "Mary Jo Budzyn", "mjbudzyn@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mary Jo Ganser

", "Mary Jo Ganser", "fl_gmann@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mary L. Dahle

", "Mary L. Dahle", "mlgd@msn.com"

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My thanks to which ever member or members of the board have proposed this change. It's long overdue and I am so happy it is finally happening. This will be a historical change for the better! Mary Nesel

MARY NESEL

", "MARY NESEL", "marynesel@comcast.net"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Mary Price Ness

Delta Airlines Reservation Employee Salt Lake City Utah

mpnstrait@comcast.net

1201 East 1525 North

Layton Utah 84040

801 546 3492/home

Mary Price Ness

mpnstrait@comcast.net

mpnstrait@gmail.com

", "Mary Ness", "mpnstrait@comcast.net"

"Fair Election Docket # C 6964", "Dear Sir, Madam:

I am a former NWA-now Delta- flight attendant and am totally supportive of the new

change in voting procedure that will bring about a Fair Election for us in our upcoming

vote. Finally (!!) we will have a fair vote and hopefully gain union representation for us

flight attendants at Delta. Thank you very much for all your hard work. I really appreciate it!!

Sincerely,

Mary Peplin

Minneapolis, MN

", "Mary Peplin", "mpeplin@comcast.net"
"C-6964", "25Nov 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Sincerely,
Mary Frances Shine

Mary Frances Shine
mf_shine8524@earthlink.net
EarthLink Revolves Around You.

","Mary Shine","mf_shine8524@earthlink.net"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Mary Watrud

","mary@chdc.us","mary@chdc.us"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Maryann Cruikshank

", "Maryann Cruikshank", "mcruiks@sc.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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As a Union Member, I support this change.

Maryann Szczender

", "Maryann Szczender", "maryanns09@gmail.com"
"Docket Number C-6964", "

members of the National Mediation Board

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Sincerely,
Mary Beth George
P.O. Box 8953
Madison, WI 53708

","marybeth.george@legis.state.wi.us", "marybeth.george@legis.state.wi.us"
","December 22, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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(Docket No. C-6964)

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", "Marzouk, Tom", "Tom.Marzouk@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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This is long overdue!

Matalynne Wandel

","Matalynne Wandel","matalynne@hotmail.com"
"(Docket No. C-6964)","Re: Proposed NMB Rule Change For Union
Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Ana Matias-Roe

DL Employee 414331

","MatiasRoe, Ana I","Ana.I.MatiasRoe@delta.com"
"Proposed rule change","E-mail: legal@nmb.gov <mailto:legal@nmb.gov>

Fax: (202) 692-5085

Mail and Hand Delivery:

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Members of the NMB,

I am a pre-merger Northwest Airlines flight attendant as well as a labor activist and am writing in support of the proposed rule change regarding the voting process. I believe the ""non vote equals a no vote"" is antiquated and no longer applies in today's socio-economic and political climate.

I respectfully request that the board continue moving forward to change the rule, in order to reflect a more democratic ""real life"" process for union representational elections. Only a vote cast is a vote counted.

Thank you for your attention on the matter, and I look forward to the decision.

Matthew Mann

Registered and active voter!

", "Matthew Mann", "mattcmann@yahoo.com"
"(Docket No. C-6964)", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Sincerely,

Matthew Dingle

","Matthew Sean Dingle","msd2doc@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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maureen hames

","maureen hames","hamesgang6@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Maureen Kelly

", "Maureen Kelly", "kellybs@bc.edu"

"Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)", "November 15, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Robert Mazzola

Lead Technician

Delta Airlines

407-825-5819

Take the time to recognize your fellow employees

<http://www.mydeltarewards.com/>

", "Mazzola, Bob", "Bob.Mazzola@delta.com"

"Re: docket number C-6964", "Re: docket number C-6964"

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in full support of the NMB's proposed rule change in how Representational Elections are held under the Railway Labor Act to a more democratic YES/NO voting process.

Currently, only those employees who fall under the Railway Labor Act are subject to elections where all votes start off as ""no"" votes, where those who choose to sit out an election and not vote are counted as ""no"" votes. This is not only undemocratic, but it gives companies an unfair advantage with which to fight the unionization effort. In past elections, this has worked to the detriment of the workers' efforts to organize.

Please change this voting rule as soon as possible and allow those governed by the Railway Labor Act to finally have fair and democratic union representation elections.

Thank you,

Marcia Adkins

Delta Flight Attendant ATL

", "mca0825@juno.com", "mca0825@juno.com"

"NMB Rule Change for Union Representation Elections (Docket No. c-6964)", "November 12, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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With Respect,

Douglas M. McDaniel

801-652-0266

Doug.mcdaniel@delta.com

1181 E Sherman Ave

Salt Lake City, UT 84105

","McDaniel, Doug","Doug.McDaniel@delta.com"
"Proposed NMB Rule Change For Union Representation Elections","Elizabeth
Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Richard McDaniel

"We have two ears and one mouth so that we can listen twice as much as we speak."

--Epictetus <BLOCKED::http://www.philosophypages.com/ph/epit.htm> ,
Greek philosopher

,"McDaniel, Richard A", "Richard.A.McDaniel@delta.com"
"Docket No C-6964", "Please do not allow these changes

[17 November 2009DATE]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Margaret C Mckeever

Delta Air Lines

Colorado Springs CO

", "Mckeever, Margaret C", "Margaret.C.Mckeever@delta.com"
"Docket No. C-6964", "December 11, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

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then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Melinda McNeely
Delta Reservation Agent - DFW
", "mcneelymom@aol.com", "mcneelymom@aol.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Michael Murphy
7105 North Shore Dr
Lake Tomahawk, WI 54539

", "mdm931@ameritech.net", "mdm931@ameritech.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

jxjtvvg <https://launchpad.net/~craseeicili1975> generic cialis overnight
muznor generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
dfurvu <https://launchpad.net/~craseeicili1975> - generic cialis overnight
gmufxw [url - <https://launchpad.net/~craseeicili1975> generic cialis
overnight qzpcw <https://launchpad.net/~freireobiliko1352> buy cialis
online in usa chonhl buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> amcnmv
<https://launchpad.net/~freireobiliko1352> - buy cialis online in usa
poaiv [url - <https://launchpad.net/~freireobiliko1352> buy cialis online
in usa

meahc

", "meahc", "craseeicili1975@gmail.com"
"Proposed Rule Change and Delay in Voting at Delta", "November 19, 2009

26 Crescent Road

Port Washington, NY 11050

516-767-1730

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Michael S. Medeiros

","Medeiros, Mike","Mike.Medeiros@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in

favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Michael Eison
850 Piedmont Ave. N.E.
#3302
Atlanta, GA 30308

", "mee032@aol.com", "mee032@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Megan Babb

", "Megan Babb", "4gab2@comcast.net"
"Proposed NMB Rule Change For Union Representation Elections Docket
number No. C-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Megan Thompson

Holliday Fenoglio Fowler, LP

Investment Sales Group

Associate Director

", "Megan Thompson", "megandawn28@yahoo.com"
"unfair voting", "Unionization is right in this country. That includes Delta airlines. When employees want to become unionized, they should vote on it. Those who do not vote should not be counted as ""No"" votes... it is simply nonsensical to count a vote that was never made. Please reconsider the validity of this system, and change it to a Yes vote counting as Yes, and No as No. Votes not made should not be counted. Thank you for paying attention to popular demand.

Melanie Hayes

", "Melanie Hayes", "melhaze@gmail.com"

"Docket Number C-6964, CHANGE THAT RULE!!!", "Hello, my name is Melanie Wigdahl, and I am a flight attendant with the new Delta since 1979. My new Delta employee number is 051215000. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am in favor of the NMB voting rules change on Docket Number C-6964, so the ""majority of voters"" can make the decision. Let the workers of America be heard. Only those who vote should have an impact on the outcome! U.S. Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so that the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is Gmwigdahl@msn.com.

Thank you for this important change!

Sincerely,

Melanie Wigdahl

", "melanie WIGDAHL", "gmwigdahl@msn.com"

"C-6964", "Thank you for considering a rule change on the union representational voting. A truly democratic representational election should be decided by those who choose to vote, not by those who aren't interested enough to participate.

Meleia Jordan

flight attendant

NWA

34 years seniority

", "Meleia", "meleia@charter.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I know without a doubt that without union representation that my job would already be gone. I have been very ill the past year and used up all of my sick leave and currently am on FMLA. The Sedgewick case worker I currently have suggested I call my Human Resource person Barry Barratto in Chisholm Mn to see what they might do to help me. She stated to me:"We have no short term disability and if you take a medical leave of absence you will lose all your benefits." I asked her if I would still have my job to come back to, she stated, "For now." I told her that sounded ominous, and she replied to me, "We have to see if there is still a union, if there is not a union then I don't know if you will have a job or not.". So yes, I fully support the union, always have, always will.

Melissa A Winter

", "Melissa A Winter", "racefiend75@yahoo.com"
"Leave the rules alone!", "The rules for voting should be left the same as they have always been. This is just another way to circumvent fair play and try to force something on people who don't want it. By requiring both sides to physically vote, you set up a system where the side with the most money and biggest "get out the vote" campaign would unfairly be positioned to win. Leave it alone. Those who want something new should vote it in. They should get their votes fairly....not rely on the other side just not having enough of a push to get out voters who aren't as informed about the new rules.
", "Melissa Al-Redani", "falrdani@cinci.rr.com"
"Docket No. C-6964: With regards to the amending of majority voting rules", "13 November 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change for Union Representation Elections

(Docket No. C-6964)

To the National Mediation Board:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours. It's not fair or democratic to make it easier to vote a union in, it is a trap that mocks the purpose for which unions were created. Even in general government election, provisions are made for the impeachment of an officer if the public decides. Employees must be allowed to "impeach" unions that are no longer desirable.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. This behavior is reserved for those who seek to represent by force. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Mellard, Steven C", "Steven.C.Mellard@delta.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

melvin eves

","melvin eves","meves123@comcast.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

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","melvin eves","meves123@comcast.net"

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melvin reese

","melvin reese","melandmalissa@kpunet.net"
,"Im writing to support the change in voting practices. Please make it fair. Vote to change the vote please. Merleen Smith

","Merl Smith","merlgirl2003@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Merrill Don Hughs

","Merrill Don Hughs","hughsm@tcunion.org"
"NMB proposal for ""new rule change""","Mary Johnson
General Counsel
National Mediation Board
1301 K Street
Suite 250 East
Washington DC 20005

RE: Docket No.C-6964

I am an airline employee of more than 32 years of service to more than now four different carriers; experiences within and without a unionized environment.

There are pros and cons to each environment and too many specifics for me to openly discuss within this limited medium. But one thing I have learned from my personal experiences and shared experiences from others in a unionized environment is that ""a union is very much warranted if it is present within the work place or a desire to establish one.""

One of the best defense for most employees that seeks a union is an attempt to minimize all of what I call the divisive ""isms"" that is

unfortunately still common in many work places; favoritism, sexism, racism, and nepotism. Although the presence of a union doesn't completely eradicate the ""isms"" it seems to greatly diminish them in comparison to without a union present. When used as an avenue or resource to address the divisive ""isms"" the presence of a union make it less costly for the Plaintiff, both financially and with more privacy to find resolve. Otherwise the cost of litigation in the court system and the humiliation that may befall on the Plaintiff for making such accusations toward the company or members or their peers can be very costly.

So the question becomes, ""does the NMB's rules and practices in place allows for the employees of any company to actively pursue and secure union representation if the majority of employees seeks it?""

I am in favor of the new voting rule changes that the NMB have proposed mainly because it is a more accurate indicator of the real sentiments of the employees being effected by the vote. There is no other method of voting that will in itself help to minimize the interference by the company of the workers rights for a fair vote; just as we cast our votes in private for the President of the United States and the other Legislative Bodies whether they be federal, state, or local offices. Far too many soldiers and civil rights individuals has fallen for us to practice this concept of one man one vote. So are we ready to turn back to the old ways or march forward to continue our quest for a real Democracy?

Marvin E. Sewell
NWA # 102108
DL # 3483960

", "MESBEAR777@aol.com", "MESBEAR777@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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MESFIN HAILE

", "MESFIN HAILE", "haile_mesfin@yahoo.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-69)", "Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Margaret Feinberg

3609 Stone Ridge Dr

Douglasville GA 30134

", "Mfein53@aol.com", "Mfein53@aol.com"

"Docket No. C-6964", "As a Pre-merger Northwest Flight Attendant, I am in favor of the changes to voting with either a "Yes" or "No" vote to count as the majority. If you do not vote, it does not count!

", "mfhkmh@cox.net", "mfhkmh@cox.net"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Michael Goetz
8033 Excelsior Drive, Suite B
Madison, WI 53717

", "mgoetz@afscmecouncil40.org", "mgoetz@afscmecouncil40.org"
"Rule Change", "
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

November 16, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and

democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

C. Varner
Northwest/Delta Air Lines
Flight Attendant

", "MHAPV", "mhapvarn@earthlink.net"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Mark Thomas
120 S. First St
Madison, WI 53704

", "mhthoma@gmail.com", "mhthoma@gmail.com"
"voting rights", "Sir/Madame,

As a loyal airline employee with 27 years of experience, I am writing to urge you to please change the current voting rules for air and rail employees.

As it stands, we are denied our full rights. How can such a system even exist in this great land of ours - we fight for freedom and democracy across the world - and yet some of us are denied the right to a fair election when it comes to union representation?

Please, support the change to these archaic rules; give us our full rights as citizens and workers!

Sincerely,
Anniemaria Wikstrom

", "Mi Wikstrom", "miwikstrom@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Michael Acres

", "Michael Acres", "acrestown@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Adgurson

","Michael Adgurson","maadgurson@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Michael Becerra

","Michael Becerra","mike@michaelbecerra.com"
"Proposed NMB Representation Rulemaking",

My name is Michael Benardella, I am writing to to let you know that as a flight attendant for Delta Air Lines, I believe it is time to change the ballot procedure for union representation. I am in favor of changing the voting procedure, letting the aviation and railway workers have the same democratic method used by other general elections in America. Please let the National Mediation Board change the voting rule so that an absent vote is not counted, that you must cast a ballot either for or against for it to count. Thank you,
Michael Benardella

","Michael Benardella","michaelbenardella@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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michael bonagura

","michael bonagura","rampman000@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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If I can elect any elected official with a simple majority then that should suffice for Union Representations as well.

Michael Bruce

","Michael Bruce","instr777@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I feel the little guy needs to make a stand. There will be no middle class if left up to the people running the airlines, the rich and the ruthless. Please support this measure as I feel that the executives don't deserve as much money as they get. I work on the ramp in MSP and have been injured several times, including being hit by a tug, I am upset by the executives that don't want to give any benefits to their employees.

Michael Curley

","Michael Curley","curley@integraonline.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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michael d siglin

","michael d siglin","sigdawg25@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Michael D. King

", "Michael D. King", "mking@iamaw.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Dean Easter

", "Michael Dean Easter", "ocms307@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is about time. Thank You.

Michael Dunderdale

", "Michael Dunderdale", "united2005@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The voting rules need to be updated. Only count the votes that are voted and not the votes that never voted.....

Michael F. Krzyzanowski

","Michael F. Krzyzanowski","mkrzyz@wowway.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Michael Hahn

","Michael Hahn","mhahn@district9.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Michael Hasel

","Michael Hasel","mhasel@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Michael Henterly

","Michael Henterly","hent@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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The current rule stating someone who doesn't vote is counted as a no-vote is ridiculous. Only votes cast should be counted.

Michael Herman

","Michael Herman","michaeljherman@earthlink.net"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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michael j brown

","michael j brown","cbrown966@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Michael J. Satlowski

","Michael J. Satlowski","satlowski.11141@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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michael kenney

", "michael kenney", "michael.kenney@nwa.com"
"Docket No. C-6964", "Dear NMB Representative,

I am a Northwest Flight Attendant, soon to be a Delta Flight Attendant. This will be my third airline, I have been a flight attendant for over 31 years and have seen many changes, nearly all of them have been detrimental to labor.

I am happy to say that the NMB's recent proposed change to the voting process for union representation, is not only a change for the GOOD, but very democratic and very American. I support the "'VOTE, if you want to be counted'", philosophy. I applaud you for promoting this long overdue change. On behalf of all working Americans, I say thank you for restoring our faith in democracy.

Yours very truly,

Maureen O'Donoghue-Kleeman

", "Michael Kleeman", "mkleeman@verizon.net"
"NMB Docket Number C-6964", "
19 November 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Michael Lynch

Flight Attendant

Delta Airlines

6243 Bent Pine Dr.

Apt 821B

Orlando, FL 32822

mikelynych81@hotmail.com

", "Michael Lynch", "mikelynych81@hotmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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michael lyons

","michael lyons","michael.lyons@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Michael Madden

","Michael Madden","starkmad@frontiernet.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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We are at a time where there is very little fairness left in this world. It is very important for all to have a fair and just opinion of what and who they believe to be the best representation for themselves and their

families. I do believe that this is truly the best course to pursue.
LRSM Michael Muzik ORDCG.

< br />

Michael Muzik

", "Michael Muzik", "MMuzik1@Aol.Com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael R. Van Voorhis

", "Michael R. Van Voorhis", "mrvanvo@cox.net"
"Support for Docket # C-6964", "I, Mychael O. Roebuck, am a Delta Air Lines flight attendant and I fully support Fair Election Docket #C-6964. Please approve this much needed change to the very arcane and democratic ways of the past.

Sincerely,

Mychael O. Roebuck
", "Michael Roebuck", "islandmychael@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Michael S Whitehead

", "Michael S Whitehead", "mwhitehead19@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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MICHAEL S. LUCART

", "MICHAEL S. LUCART", "MICHAEL32469@HOTMAIL.COM"
"Proposed rule changes for airline industry", "To Whom It May Concern:

Please accept these comments on the proposed rule change concerning the way elections are handled in the airline industry. I believe that it is time that the rules were updated to conform to other elections. Why should it count as a negative vote in an organizing drive if a person doesn't vote because they are not concerned enough in the outcome to participate? Why should it register as a negative vote if the participant forgets to vote? Why should the outcome be decided by allowing the company to coerce workers into not voting or non-participation through a campaign of fear mongering or threatening job security?

I believe that the outcome in an organizing drive should be decided by a majority of participating voters. Just as elections are decided for the President of the United States or members of congress by a majority of participating voters. In a presidential election should a non-voter be cast as a ballot for the party not currently holding office? If this sounds unreasonable than why should the standards be different for a union organizing drive?

Thank you for your time and the opportunity to voice my opinions.

Sincerely:

Michael A. Schwanke

7290 96th Street South

Cottage Grove, MN 55016

", "Michael Schwanke", "mschw1560@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This is a fair and reasonable proposal. Workers don't have the money big business does to fight this, but this is the fair thing to do.

Michael Scott

", "Michael Scott", "rampratabq@live.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Selsing

", "Michael Selsing", "fayselsing@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Shannon

", "Michael Shannon", "mshanny@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Van De Veire

", "Michael Van De Veire", "mishavandevveire@msn.com"
"Rule Change", "I find this rule change is overdue, long overdue. I cannot imagine any other kind of election where someone who doesn't vote has a vote counted for them. Please, let's bring the rules into the 21st century and have only people who actually vote have their vote count!

", "Michael Vassel", "mjvassel@charter.net"

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Please see that all retirees that helped build the companies from the ground up are included in contract talks to help improve their benefits or to get us new benefits.

Michael Vaughan

", "Michael Vaughan", "mwvddv@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael Wilkshire

", "Michael Wilkshire", "captmw2@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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michael wood

", "michael wood", "michael.wood@nwa.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Michael young

", "Michael young", "Slugo4450@hotmail.com"
"Docket Number C-6964", "I am writing in support of proposed docket number C-6964. I have only been a Flight Attendant for 2 years and see the importance of have not only a contract, but also a voice at the bargaining table. This issue however is much bigger than the election at Delta, this is an issue that concerns all American workers. In no other election would not voting be considered a no, so why should this vote which decides the future of at least 22,000 flight attendants be any different. Please consider this decision carefully and remember that many people are counting on a fair election.

Sincerely,
Yvette Michelle Boyer
Northwest Flight Attendant

", "Michelle Boyer", "michelle_boyer@yahoo.com"
"C-6964", "I am writing this message to encourage the National Mediation Board
to create fair rules in union elections by making the rule that 50% of VOTERS constitutes the decision of a union vote. I cannot think of anywhere else in this country, government or private sector, in

which an election result is based on total POTENTIAL voters rather than total ACTUAL voters. If someone does not care to vote, one generally assumes they don't care either way. The current rule is wrong to imply that a lack of a vote means a no vote. The result should only be based on those who care enough to vote.

Furthermore, it appears that companies may have unfairly included in their total employee count employees that do not qualify, such as inactive (laid off) employees, or perhaps even former employees. The best way to assure fairness is to count actual ballots and have the result based on a majority of the ballots actually cast.

Finally, the companies who are claiming "nothing has changed to justify a rule change" offer a pointless statement with that claim. The rule has always been unjust; merely because it always existed doesn't make it right.

It is time to make a rule that causes elections to be decided in the same way they are decided in every other election in the nation: by the majority of those who actually vote! Please correct this serious injustice.

Michelle Masae Suzuki Harshbarger
Delta Air Lines Flight Attendant
1376 McCarthy Court
Ypsilanti, MI 48198

", "Michelle-Masae Suzuki", "flypenguin@earthlink.net"

"NMB Voting Rule Change", "Hello, my name is Janet Murphree, and I am a flight attendant with the new Delta. My new Delta employee number is 054324700. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NMB VOTING RULES CHANGE so the "majority of voters" can make the decision. U.S. Congress Men and Women, and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rule so the "For/Against Union" vote can be won by the majority, not voided by the minority. If you wish to contact me, my email address is Migangell@aol.com.

Thank you for this long-needed change!

Janet Murphree

", "Migangell@aol.com", "Migangell@aol.com"

"Docket C-6964", "Dear Sir or Ma'am,

Please vote to change the labor rules for airline laborers everywhere. When it comes to union votes the airlines have all the power. We continually see HUGE bonuses at even non-union carriers and very little for pilots and others. This would at least be a step towards leveling the playing field.

Very Respectfully,

Mike Riley
Capt, A320 FLL
JetBlue Airways
Mobile: 561-352-8461
michael.riley@jetblue.com

", "Mike", "mcc300@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mike Deren Jr.

", "Mike Deren Jr.", "peter0982001@yahoo.com"
"[WARNING - NOT VIRUS SCANNED] Change petition rule", "Please change parameters to petition the NMB to organize. Change the current system of ""not"" voting equates to a ""no"" vote to our democratic values of one vote per woman/man.
Thank you.
Mike D
", "Mike Donatelli", "donatelli.mike@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Mike G Galoozis

","Mike G Galoozis","mgaloozis4311@comcast.net"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Mike Imbrogno
1141 Sherman Ave #2
Madison, WI 53703

","mike.imbrogno@gmail.com","mike.imbrogno@gmail.com"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:
I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Esther Miller

","Miller, Esther M","Esther.M.Miller@delta.com"
","December 4, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank You,

Les Miller

Delta Air Lines

,"Miller, Les R","Les.R.Miller@delta.com"

"Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)","12/24/09"

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Trena Milline

AA to Managing Director

Flight Operations

""Yesterday is history, tomorrow is a mystery, today is a gift called the present""

", "Milline, Trena", "Trena.Milline@delta.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Milton L. Piver

", "Milton L. Piver", "mpiver@hawaii.rr.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than

fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Milton Dallas
5205 Forest Downs Lane
College Park, GA 30349

","milton.dallas@owenscorning.com", "milton.dallas@owenscorning.com"
"comments ", "I personally was effective by the merger or buyout between
TWA/AA .I think that it was UNFAIR I lost 31yrs of seniority by AA when
it happened and the NMB turned a BLINDEYE toward it also. The AFL-CIO
turned their back on UNION brothers The Government let it happen
with false promises of jobs being kept .

Thx Chuck

Diminuco
","Mister1245@aol.com", "Mister1245@aol.com"
"Voting Rights for the 21st Century", "

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DC

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Sincerely,
Mitchell Anderson
8501 Poplar Pike
Germantown, TN 38138

,"mjamem8@aol.com", "mjamem8@aol.com"
"Docket Number C-6964 ", "To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Mary Wilson

DELTA Flight Attendant

", "Mkaywil235@aol.com", "Mkaywil235@aol.com"
"Docket Number C-6964, CHANGE THAT RULE!!!", "

Hello, my name is Kathleen Cooper, and I am a flight attendant with the new Delta. My new Delta employee number is 056895400. I believe that it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country. I am IN FAVOR OF THE NBM VOTING RULES CHANGE on Docket Number C-6964, so the majority of voters can make the decision. Please let the NBM change the voting rule so the ""For/Against Union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, my e-mail address is mkcooper@comcast.net

Thank you for this important change!

Kathleen M. Cooper

", "mkcooper@comcast.net", "mkcooper@comcast.net"
"Rule Change", "Dear NMB Board members:

I am writing to you in support of the proposed rule changes. The only fair policy is a Democratic policy. The time has come to stop corporations like Delta Airlines from telling there employees to give the ballots a rip when they receive them. If you don't vote your voice can not be heard.

Roy A. Moen
5283 Open Wood Lane
Hernando, MS. 38632

901-371-6608

", "Moen1111@aol.com", "Moen1111@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Yes, all airlines need this change it. is very important. thanks for this change. thanks to NMB.

Mohammed Kaleem

", "Mohammed Kaleem", "lkaleem@sbcglobal.net"

"Docket Number-C-6964", "Dear Members of the Board;

I am writing in support of the proposed rule change that has now been posted in the Federal Register. It is high time that workers in the transportation industry were afforded a fair vote on a level playing field.

I sincerely hope that this rule change will be made so that we can go forward with a fair election at the new Delta Air Lines. Flight Attendants at Delta have been forced to suffer through two elections rife with employer inference and we are seeing more of the same now what with management commenting almost daily about our election and now encouraging flight attendants to oppose this rule change.

It is only right that any individual wanting their voice to be heard should have to take action and cast a vote. This is the standard for all other democratic elections conducted in this country - why should it not be the standard for ours?

Sincerely,

Maureen (Mollie) Reiley

NW/DL Flight Attendant and Purser - MSP

NW-#088528 DL - #016419600

", "Mollie Reiley", "airmom@frontiernet.net"
"Dock # C-6964", "I support a fair election."
Molly Weiss
651-353-3476

", "Molly Weiss", "mweiss60@yahoo.com"
"C-6964", "Dear NMB-

As a 36 year veteran flight attendant with Delta Airlines, I am writing to tell you how appalled I am that you think that you should change the voting procedures in regards to unions after 75 years. It is obvious what is going on behind your doors.

I hope that you seriously rethink what you are proposing and keep the original system of voting intact. I am ashamed of your bait and switch tactics that are trying to be employed at your agency. The minority does NOT decide for the majority!

Sincerely, Deborah Westman

", "momfllys@aol.com", "momfllys@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Monica Hathaway

", "Monica Hathaway", "monicahath@yahoo.com"
"Docket No. C-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Monika Louisa

","Monika Toemion","monika.toemion@yahoo.com"
"","

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

November 18, 2009

Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

My name is Randall Steffan. I am pre-merger Northwest Airlines Purser and Flight Attendant with 25 years of seniority. As an employee of the new Delta Airlines, I am writing to express my strong support for the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change will finally allow union members the opportunity to vote in a democratic process where the voices of pro- active employees, for or against a union, can truly be heard. It will also better ensure that only current, active and living member's votes are cast and counted.

As it stands now, the act of abstention, intended or otherwise, unfairly and inaccurately influences the democratic voting process that is a fundamental right and responsibility for the citizens of our great country.

Thank you for supporting the traditional method of voting and ensuring the fair and proper election process that is used by virtually every organization and politician in America today

Randall Steffan
Delta Employee #030044400
Seattle Base

P.S. For those believe the current process is truly fair - may I suggest the NMB allow or require a vote to ""keep NON-union status"" - and see if they still agree when people sit at home and ignore the vote - or just forget it altogether.

", "montanawildcat@netzero.com", "montanawildcat@netzero.com"
"NATIONAL MEDIATION BOARD 29 CFR Parts 1202 and 1206 [Docket No. C-6964]
RIN 3140-ZA00 Representation Election Procedure", "To Whom it May Concern:

I am writing to support the change in Representation Election Procedures to favor a majority of those voting rather than the number in the bargaining unit for certification. Having researched the topic of labor relations voting activity extensively in numerous peer refereed academic journals, and having served as an examiner at the National Labor Relations Board, I think that counting a non vote as a no vote is inconsistent with the principals of democracy in voting for elected officials and with the National Labor Relations Act which governs most private sector workers. I think that the proposed change is consistent with traditional industrial relations voting procedures as established by Congress and the Courts.

I would also favor, similar to the National Labor Relations Act, that unions who are not serving their members adequately could be decertified by a similar voting procedure. I think that having these procedures for voting unions in and out as part of the NMB voting process would make labor organizations even more responsive to their membership, and management more responsive to their employees.

Sincerely,
Morris M. Kleiner, Professor

--

Morris M. Kleiner
260 Humphrey Center
University of Minnesota
Minneapolis, MN. 55455
U.S.A.
Phone: 612-625-2089

", "Morris Kleiner", "morris.kleiner@gmail.com"
"Re: Docket No. C-6964 WOW!", "I am an African American liberal Barack Obama supporter, but I am opposed to this rule change and the way its

being done. It is clear that this is a assault on Delta Airlines and it is unbelievable that a rule this important can be changed by two former northwest union empolyees. This reaks of corruption.

Thank You, Erick Moton

----- Original Message -----

From: emoton3@gatech.edu

To: legal@nmb.gov

Sent: Wednesday, November 25, 2009 3:40:46 PM GMT -05:00 US/Canada Eastern

Subject: WOW!

I am an African American liberal Barack Obama supporter, but I am opposed to this rule change and the way its being done. It is clear that this is a assault on Delta Airlines and it is unbelievable that a rule this important can be changed by two former northwest union empolyees. This reaks of corruption.

Thank You, Erick Moton

", "Moton Jr., Erick W", "emoton3@gatech.edu"

"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely, Kimberly Mount

", "Mount, Kim", "Kim.Mount@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Mr. John Pelegrino

", "Mr. John Pelegrino", "johnpelegrino@att.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Mr. Kimberly Kee

", "Mr. Kimberly Kee", "sjkee@hotmail.com"
"A Fair Election", "I am a Northwest/Delta flight attendant that would like a fair election. Thanks for your work on Docket # C-6964. Melissa Anderson

", "mrblumis@mywdo.com", "mrblumis@mywdo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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ms pearl dinardo

","ms pearl dinardo","Pearl.Dinardo@oce.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Muhammad El-Mubarak

","Muhammad El-Mubarak","Sordblade@yahoo.com"
"Proposed NMB Rule Change for Union Representation Elections","12
November, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

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Sincerely,

Andrea Murawski - Delta Airport Customer Service Agent/COS

","Murawski, Andrea B","Andrea.B.Murawski@delta.com"

"Re: Proposed NMB Rule Change For Union Representation Elections","18 Nov 09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

From: John Murphy
4715 201st Ln NW
Anoka, MN 55303
612-396-0298
john.murphy@delta.com

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

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I have significant concerns that the NMB and the unions have targeted Delta and Delta people for discriminatory treatment.

Thank You
John Murphy
", "Murphy, John J", "john.murphy@delta.com"
,

", "mutaz Tawalbeh", "mutazt@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Myron D. Evans

", "Myron D. Evans", "dave7110@comcast.net"
"Docket Number C-6964",

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Nic Lelm
3642 Wilshire Lane
Madison, WI 53714

", "n_lelm@yahoo.com", "n_lelm@yahoo.com"

"Docket Number C-6964", "To the NMB Board,

I am a Flight Attendant. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

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Thank You,

Nate Haeffner

Delta Airlines Flight Attendant

", "N8SWORLD@aol.com", "N8SWORLD@aol.com"

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Nadine J . Patterson

", "Nadine J . Patterson", "npatterson64@yahoo.com"

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Docket Number C-6964

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[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

naermk

", "naermk", "jpdpegboardfrench@gmail.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Luisa C. Nai

3189 W Designer Ct.

West Valley City Ut 84119

","Nai, Luisa C","Luisa.C.Nai@delta.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

My name is Jeffrey Nakashima and I am nearing my fifth anniversary as an employee of Delta Air Lines and have truly enjoyed working in an environment which promotes open dialogue with the leaders of Delta Air Lines.

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Sincerely,

Jeffrey Nakashima
3628 South Susie Circle
West Valley City, UT 84120

", "Nakashima, Jeffrey A", "Jeffrey.A.Nakashima@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

nancy best

", "nancy best", "n-best@charter.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Let's do the right thing,

Nancy K. Cranston

", "Nancy K. Cranston", "mcmahan@hawaii.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Nancy Kelly

", "Nancy Kelly", "clipper155@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nancy Lustila

", "Nancy Lustila", "nklustila@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nancy Miller

","Nancy Miller","nmiller@njaflcio.org"
"Docket # C-6964","Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election, the ballots must be a YES/NO ballot.

Thank you,

Nancy Njaa

Oro Valley, AZ 85755

","Nancy Njaa","nancynjaa@yahoo.com"
"Voting procedures for Union","The current voting system is as archaic as the Railroad Act. It was implemented back in in the 1900's and has not followed the times. If we voted that way in a general election for President/ propositions, nothing would be accomplished. Please change with the times. It's time to update the voting and make it a fair and equal procedure. Thanks, Shari Smith Dal f/a
","Nancy Petrone","Nancy.Petrone@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Nancy S Gaura

", "Nancy S Gaura", "Johnancy@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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I think the old rules need to be changed. Only votes submitted should count. It is the only fair way. If someone is too lazy to vote, then their vote should not count at all!!! A yes is a yes vote and a no is a no vote and let it be a fair vote tally. thankyou!!!

nancy tanberg

", "nancy tanberg", "nancy.tanberg@gmail.com"
"Docket Number C-6964", "I am a United States citizen and support the change in the way elections for airlines are held. Having a ""yes/no"" is a much more democratic process.

Nancy Wood Sargent
2125 Britley Terrace
Atlanta, GA 30349-3401
", "NANCY WOOD, MRS SARGENT", "nsargent1175@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Offer Absentee Ballot

Nancy Yanni

", "Nancy Yanni", "nancy.yanni@united.com"
"Voting Rules Changes", "To the National Mediation Board;

We have heard that the IAM and the Flight Attendants Unions have requested that voting rules which have been in effect for 75 years be changed. I implore you not to allow this change.

Would you like to be represented by a union which does not care if you want them? This voting rules change would mean that anyone who does not vote is not counted as part of the employee group they represent. I would think that a person who wants to be represented by them will vote Yes, and those who do not should be counted as a No vote ---- as has been the tradition.

I do not trust these unions, since the last time the IAM wanted a hike in the amount of money each employee pays them, the meeting for voting on that was scheduled for around midnight, and many of the NW employees whose pay was then decreased by the union dues raise were never told of that meeting - so they could not be there.

This is underhanded and sneaky.

If we want a union, we will vote yes. If we do not, that should not count for the unions' benefit, so PLEASE DO NOT CHANGE TO RULES.

Thank you in advance for considering my opinion before you vote.

The other problem with these union rules is that once a company under the Railroad Employee area has a union, it is nearly impossible to get to

being non-unionized. This would be a horrible situation. I do not want to be locked into such a problem.

Sincerely,

Rachelle Nash

Delta Air Lines

", "Nash, Rachelle", "Rachelle.Nash@delta.com"
"Docket # C-6964", "Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the above mentioned ballots, they should include wording for a YES or NO.

Thank you,

Nathan Purtzer

7557 Union St NE

Albuquerque, NM 87109

", "Nate Purtzer", "nate.purtzer@campusventures.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Thank you for letting my vote count as it would in voting for the President of the United States of America.

Nathan Patterson

","Nathan Patterson","sandnp@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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???? ????? ?? <<http://japanese-garden.org>> ?????????? <<http://japanese-garden.org>>

naxbraria

","naxbraria","seepsums@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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why should the voting for or against the union be any different for rail and airline workers than for other workers...we must vote as we vote for a political candidate..the apathetic and the lazy should not determine the future of an informed electorate of workers who have formed an opinion after looking at all the pertinent facts...

neal collins

","neal collins","liamzdad@bellsouth.net"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
David Nebel
105 Cold Harbor Ct
Sharpsburg, GA 30277

", "nebel45@netscape.net", "nebel45@netscape.net"

"Docket Number C-6964. CHANGE THE RULE!", "As a flight attendant for over forty years I believe it is time aviation and railway workers be allowed the same democratic method of elections used by the vast majority of general elections throughout our country. Every vote should count equally and the ONLY vote that should be counted is one which is cast. The idea that a non-vote counts as a no vote is unconstitutional and gives an unfair advantage to one side (whichever side that might be) of the election. I am therefore IN FAVOR OF THE NMB VOTING RULES CHANGE on docket Number C-6964, so the MAJORITY OF VOTERS can make a decision. Those in the government who want to keep the voting method as is are obviously being persuaded by special interest and not by our constitution. Please let the NMB change this voting rule so those for or against an organized flight attendant union at Delta Airlines can know the decision was made by a majority of true voters and not contaminated by the noninterest of a few non-voting members. My name is Nadine Hirschler, Delta employee #034554000. I can be contacted at nhirschler@comcast.net. Thank you for your time.

", "Ned Hirschler", "NHIRSCHLER@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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please give us a fair chance that all we asked win or lose thanks

Neil Brown

", "Neil Brown", "jamprince@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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neil martin

","neil martin","neil.martin@nwa.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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Neil Oxendine

","Neil Oxendine","Neil.Oxendine@nwa.com"

"FW: Docket No C-6964","

[17 November 2009DATE]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Ronald E New

Delta Air Lines

Colorado Springs CO

","New, Ronald E", "Ronald.E.New@delta.com"

"Proposed NMB Rule Change For Union Representation Elections", "November 23, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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Thomas Newton

", "Newton, Tom X", "Tom.X.Newton@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nicholas J. Budzyn

", "Nicholas J. Budzyn", "nickyblueeyes12@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nick Bishop

", "Nick Bishop", "memnole@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nicol A. Freeman

", "Nicol A. Freeman", "dancnprn@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Nicole Williams

","Nicole Williams","nicole.williams@ca.rr.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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nina portnow

","nina portnow","roskis007@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Nina Taylor

","Nina Taylor","nina-taylor@att.net"

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I want the change in voting rules necessary to ensure all rights for workers under the law to ensure the safety and work conditions that at times feels like some strange sort of Corporate slavery . I need fair representation by vote, it should always be my majority.

Nina Valentin

","Nina Valentin","nvalentinsantana@yahoo.com"

"IAM voting rule change","To All,

I have been a member of airline unions for over 40 years, IAM for the last 23. I support the work unions have done in the past for the benefit of employees; however I do have concerns about this voting rule change. I do not agree with changing any rules in the middle of an event, or a competition. There is no pride in a victory based on a prejudiced rule change. The Union does not want to count votes "not cast" as "NO" votes. These "no cast" votes are examples of the union not contacting these employees, not presenting or offering their services, not explaining the benefits or the cost of representation. If the union felt there was a large group of employees who are complacent without a union why spend the time and money selling them on the benefits of the union when you can ignore them, and their "non cast vote" does not count against you. This allows for the union to concentrate on a control group. If the union wants to represent the entire group, they should be actively selling their representation to each employee. If they are not interested in us enough before the election, how will they represent us after they win the election.

Our union claims this rule change would mirror the way we elect our president, only votes cast count. I disagree; the votes cast are for candidate A or B. If you do not vote you still get a president. The rule should not change. It's more like a marriage proposal, if there is no response, it means NO, and you are not getting married, you are not loved or needed.

I am against the rule change in the middle of the NWA/DELTA merger, especially after other unions have voted with the current rules. If the board feels a rule change is better for the working group of America, then change it for future filings.

Help the Unions work for the People, work for the Victory, and win with Pride

Roger Niswander
Northwest Airlines, a subsidiary Delta Air Lines
Safety Specialist / ACSI / CRO
roger.niswander@delta.com <mailto:roger.niswander@delta.com>
901 922-2545
If it's not Safe, don't do it!

","Niswander, Roger D","roger.niswander@delta.com"
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

nixusa forsyth

","nixusa forsyth","forsythsusie@yahoo.com"
"FAIR ELECTIONS FOR NORTHWEST AND DELTA FLIGHT ATTENDANTS","Docket #
C6964

My name is Alton T. Johnson, Jr. and I am currently a working Flight Attendant for Northwest Airlines. This merger with Delta Airlines is of course taking place as I write this. I am writing in strong support of the changes that the NMB wants to put into place regarding how the Flight Attendants vote. I support a FAIR method of voting. Please make the changes putting in place FAIR ELECTIONS for all the Northwest and Delta Flight Attendants.

Thank you for your understanding and help in this matter.

ALTON T. JOHNSON, JR.
NORTHWEST AIRLINES FLIGHT ATTENDANT
", "NoeboyzSF@aol.com", "NoeboyzSF@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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noqzdu

", "noqzdu", "petersnecumes1489@gmail.com"
"Proposed NMB Rule Change For Union Representation Elections", "December 6, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

(Docket No. C-6964)

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice

It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

","Norman, Lorinetta","Lorinetta.Norman@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Ny\Kia R. Abbott

","Ny\Kia R. Abbott","msnabbott@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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PLEASE let the votes count ! Make the change. It is RIGHT and it is TIME.

Nyma B. Melhorn

", "Nyma B. Melhorn", "nyma@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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- <https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg

nyroyj

", "nyroyj", "textorobipan1563@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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O\ 'drear E. Banks

", "O\ 'drear E. Banks", "odreanbanks@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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[url]<https://launchpad.net/~tadlockcikuiqe1661>[/url] mail order cialis mg

obpaak

", "obpaak", "tadlockcikuiqe1661@gmail.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in

favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Tim O'Connor
748 Okie Ridge
Yukon, OK 73099

","oconnorclc@sbcglobal.net", "oconnorclc@sbcglobal.net"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

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Sincerely,
Sandy Simmons
1021 Heritage Square Ct
Maryville, TN 37803

","odiee@live.com","odiee@live.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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<https://launchpad.net/~tadlockcikuiqe1661> mail order cialis

oianag

","oianag","petersnecumes1489@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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How do you do? buy clomid <http://www.playlist.com/blog/entry/12526097155>
buy clomid Here's to you! How are you feeling? buy clomid buy clomid
<<http://www.playlist.com/blog/entry/12526097155>> buy clomid Thanks.

oiyaor

", "oiyaor", "cadoganfoluab1244@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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yes, vote union.

on lee

", "on lee", "onlee18@hotmail.com"
"Docket Number C-6964", "I support a democratic voting procedure for Americans workers. Please change the NMB voting procedures on our behalf so that a "yes/no" ballot is utilized and only those who vote either way make the decision. The 50%+ 1 rule with all non-voters counted as "no" votes is archaic and unfair.
Thank you,
Susan M. Hillestad
Delta Flight attendant
", "Ongoodground@aol.com", "Ongoodground@aol.com"
"Union Ruling", "Thank you for your time.

Shirley Ono
Delta Air Lines
Santa Ana, CA 92707
", "Ono, Shirley", "Shirley.Ono@delta.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
opey dedon
17406 beaver springs dr
houston, TX zz0c0

", "opeydedon@hotmail.com", "opeydedon@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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If you want to be heard in our system one needs to vote, yes , no , or your right to abstain . Imagine our state of affairs if in a national election all those who would choose to abstain from voting would be counted as a no vote.....!!!! Please make the right choice and make our voting procedure fair! Thank you Orlando J. Santiago

Orlando J. Santiago

","Orlando J. Santiago","orlandomay22@yahoo.com"
","19nov09

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Margaret Osier

Delta Airlines

","Osier, Margaret","Margaret.Osier@delta.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No.
C-6964)","Dear NMB Members:

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Sincerely,

Brian M. Owens

148 Sherrels Ford Dr.

Senoia, Ga. 30276

","Owens, Brian","Brian.Owens@delta.com"
"Union Representation ","11-23-2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

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(Docket No. C-6964)

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Thanks,

Mark Owens

Lead Machinist

Hangar Machine Shop

Dept. 244/ ATL

404 714-5573

","Owens, Mark","Mark.Owens@delta.com"
"docket number C-6964","To whom it may concern:"

Thank you finally taking notice of this rule. How can this possibly have been, in a democratic society. We should vote for our union representation the same way we do any elected official. The votes that are cast are counted and the most votes win. Not voting should not be counted as a yes or a no vote. If a person is concerned about the topic they should vote. My motto is if they do not take the time to vote, they have no right to complain on what the outcome is, it was not concerning enough to take a few minutes to make their mark, making their statement.

Please vote to make the union vote just like all other elections in this country. Each vote counts for or against. Period. End of story!!!!!!!!!!
","Owney","owney@northlc.com"
"In support of the voting rule CHANGE!","Dear NMB-

I applaud and support the change in voting procedures recently announced. The NMB's current Chairwoman's argument that the rules should not be changed (to keep the status quo simply because it's been that way for 75

years) rings of the calls for the continuation of Slavery by Southerners prior to the emancipation of American Slaves. Many thought Slavery should not be changed simply because it had been that way for 300 years.

It appears there are still those that feel some Americans are not entitled to a democratic form of voting.

The very idea of defending an UN-democratic, UN-American form of voting reeks of Corporate Communism.

The change should not just be supported, we should demand it! It is long over due for the NMB to join and catch up with the NLRB's voting process and indeed that of the world's oldest Democracy, the United States Federal Elections.

Thank you for creating a truly democratic way of voting for an industry that has been treated undemocratically for the last 75 years.

Sincerely,

Per Hampton
Los Angeles, Ca.
NWA/Delta 235754

", "P", "perhampton@gmail.com"
"Docket # C-6964", "Dear NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank you,

Sal Maglio
", "packer-4@cox.net", "packer-4@cox.net"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

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Sincerely,

Carolyn Padgett

","Padgett, Carolyn", "Carolyn.Padgett@delta.com"
"DELTA/AFA ruling", "Dear Sir, Mom:

I am writing to you based on my own experiences, I used to be AFA with Tower Air who is no longer in business, but my learning and experience with AFA were not good ones, please do not allow the AFA and Pat Friend to change the ruling that for a long time has been in effect, this would not be democratic at all, other companies that recently had an election voted with the old system that has been working for so many years, they can't (AFA) just change the rules in order to acquire DELTA airlines, we do not need a UNION, we have been a happy group of FA's for a long time. Empty promises from AFA will not help us be a better company in the contrary it will make us a very unhappy group and eventually we will become just another statistic like TOWER AIR, TWA, PA and Eastern and so many other that because of the UNIONS had to close the doors for good.

Sincerely

Fernando Paladines

EMP 506303

NYC base

","Paladines, Fernando","Fernando.Paladines@delta.com"
"Change in voting","To whom it may concern:

I would like to express my concern about changing the voting rules for union voting. Under no circumstances should the present procedures change. If a simple majority can not vote a union in it should not be allowed to exist in the business. This has been a tried and true method and has worked for many years in our history against insurmountable odds. I very strongly urge you to vote against this change in voting. If the people in a company want a union present it will happen without this change guaranteed.

Respectfully,

Julia Boyette

","Palmer","palmladd@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

I would also like to see the same rights instituted whether voting to install or remove union representation.

Pamela A Ahr

","Pamela A Ahr","paahr@charter.net"
"proposed rule change","Hello,

I fully support the new rule. If you don't vote it should not count as a NO vote. It is unamerican to count non voters as a no vote.

Thank You

Pamela de Bisschop

40 year airline employee

","pamela debisschop","pdebisschop@NYC.RR.COM"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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In this situation I feel that if someone does not vote that is just what it is Not a vote for or against the company or the union Times have changed so greatly since this was first introduced It is time for this to be updated to meet the current situation

Pamela Petersen

","Pamela Petersen","orionkins@aol.com"
"nmb docket number C-6964","Dear NMB Members:

I am writing concerning nmb docket number C-6964. I support this change and am glad that this board is taking positive action that railroad and airline employees can participate in a fair and democratic election.

The current voting rules are unfair and antiquated. I cannot believe they have been in place this long, as our country boasts to other nations about democratic society...yet we still have injustices that exist here as in this rule. This rule favors management only, not the voice of the workers.

Please amend this rule, so that we who are working under the railway act can finally have a fair way of voting... I want the majority of valid ballots casted to determine the outcome.

Thank you.....

Respectfully,

Pamela Robinson
Northwest Airlines Flight Attendant

Windows Live Hotmail gives you a free,exclusive gift. Click here to download.

<http://www.microsoft.com/windows/windowslive/hotmail_b11/hotmail_b11.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_7:092009>
", "pamela robinson", "pbrvillages@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please make this a fair election process for us. As it is right now, the system is very unfair to us. Thank you

Pamela Saito

", "Pamela Saito", "grammypammy7373@msn.com"
"NMB docket # c-6964", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions

call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Avery Parker (pre-merger NW F/A)
parenzi@aol.com

","Parenzi@aol.com","Parenzi@aol.com"
"Docket No. C-6964",">13 December 2009

>
> Elizabeth Dougherty, Chair
> Harry Hoglander, Member
> Linda Puchala, Member
> National Mediation Board
> 1301 K Street N.W.
> Suite 250 East
> Washington, D.C. 20005-7011
>
> Re: Proposed NMB Rule Change For Union Representation Elections
> (Docket No. C-6964)
>
> Dear NMB Members:
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>

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>

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>

> Sincerely,

>

> Pat Brown

> -----

>

","Pat Brown","dltatigr@eatel.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

What would the outcome truly be if our congress, senate and president were elected this way? I feel it would have a much different outcome.

This needs to be changed. It would also be interesting to implement this quickly, unlike so many other things that take forever. Thank you for the opportunity to express my views

Pat Olsen

","Pat Olsen","rustyaj@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Pat Riedy

","Pat Riedy","azscene@cox.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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patel trupti

","patel trupti","sanfrancisco@countryhearthinn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I fully support this rule change!

Patrice Solomon

","Patrice Solomon","pasolom@cox.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Patricia Botelho

","Patricia Botelho","winwinsituationz@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Patricia Bradley

","Patricia Bradley","pabrad1@aol.com"
"Docket Number C-6964","Re: Docket Number C-6964

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I fully support the NMB's proposal of a rule change in how Representational Elections are held under the Railway Labor Act to a more democratic Yes/No voting process. This is the only fair way to vote in any election.

Sincerely,
Patricia C. McCray
","patricia mccray","mspc20@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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This change is imperative to the survival of the air and rail workers. Companies continue to intimidate employees to force them not to vote at all in fear of retaliation. I have witnessed first hand Mgmt. from Delta and Northwest intimidate employees jobs if they vote to have a Union.
PLEASE START PROTECTING WORKING AMERICANS!!!!

Patricia Naehu-Gutierrez

","Patricia Naehu-Gutierrez","Mahinaohoku@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Make our votes count, not the workers who DO NOT VOTE! thank you,
Patricia

Patricia Rumpza

","Patricia Rumpza","pj_rumpza2@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Give everyone the opportunity to choose this is the right thing to do!
Thank you

PATRICIA SMITH

","PATRICIA SMITH","SMITH.PATTI937@YAHOO.COM"
"NMB voting procedures change","NMB,

My name is Patrick Alvord and I am a flight attendant here at Delta Airlines. I encourage a change in the voting procedures currently in place for union representation. There is no way that a person who fails to exercise his or her right to vote should be entitled to an opinion in any matter. If I do not exercise my right to vote in any election in the United States, I have no opinion that counts. My opinion is my vote. If there are so many people who do not wish to have union representation let them express that in a no vote. Our voting process is very easy via the phone, internet or mail and only takes minutes to complete. I do not

see why this procedure has not been changed thus far and feel the change is long overdue. I for one want a contract to secure my future so I can plan my retirement, health costs and other benefits. Outsourcing has become a major issue in our country with other companies and it is my belief that the airlines will soon follow. I will then just be added to the already increasing numbers of the unemployed and will collect unemployment benefits..

Please listen to the people and do the right thing.

Thanks for your time and I wish you all a very happy Thanksgiving.

Sincerely yours,

Patrick Alvord
Atlanta based Delta flight attendant, 21 years of dedicated service
", "PATRICK ALVORD", "flyguy32464@bellsouth.net"
"NMB proposed rule change", "Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala,

Please read my attached letter in regards to the National Mediation Board's proposed representational rule making, Docket number:C-6964.

Sincerely,
Patrick Cadden

Hotmail: Free, trusted and rich email service. Get it now.
<<http://clk.atdmt.com/GBL/go/171222984/direct/01/>>
", "patrick cadden", "patricksea@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Patrick Hill

","Patrick Hill","ramptraffic@aol.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union. It's not fair or democratic to make it easier to vote a union in, and then not allow an equal way to vote it out.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as this.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. They deserve to have representation issues resolved.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Patrick Kearney
spouse of Delta Air Lines employee

1353 Peachtree Dr.
Centerville, UT 84014

","PATRICK KEARNEY","paddybaur@q.com"

"Docket No. C-6964","My name is Patrick Osgood and I am a Northwest Airlines flight attendant. I'm writing in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process.

Thank you.

","Patrick Osgood","bluesav8r@att.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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PATTI SMITH

","PATTI SMITH","RPSINTEXAS@SBCGLOBAL.NET"
"Objection","Elizabeth Dougherty, Chair

Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

November 16, 2009

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Pattie DRavis
", "Pattie Dravis", "pattie2@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Patty Schmidt

", "Patty Schmidt", "gla83107@yahoo.com"
"Docket No. C-6964", "10 December 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change for Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,

Patricia Serafine

","Patty Serafine","pserafine@cox.net"

"[WARNING - NOT VIRUS SCANNED] Docket number C6964--Comment on Proposed rule.change by the NMB","COMMENT--Docket number C6964--Proposed Rule Change in the National Mediation Board's Representation Election Procedure

I have studied, taught, and engaged in research in labor-management relations for over thirty years. I noted with interest that the National Mediation Board has proposed a Rule.Change in it's Representation Election Procedure. The change by the NMB would mean that Railway Labor Act elections would be decided by a majority of employees voting in an election, as opposed to the current rule in which a majority of the employees eligible to vote is required for union certification. This is a long overdue change that brings the RLA in line with the National Labor Relations Act and I would encourage the NMB to move forward with the change.

The current rule counts those employees not voting as ""no"" votes vis a vis the selection of a bargaining representation, when it is not clear at all that a non-voter opposes the union. There are many

reasons why employees do not vote and the NMB should not be in the business of reading what is on the minds of non-voters.

I would argue that the current process is undemocratic. Changing the system to count the yes and no votes of employees participating in an election and allowing a majority of those votes cast to determine whether employees will be represented by a union is a more democratic process.

Again, I support the NMB's proposed change and hope they will move forward with the proposal.

Sincerely, Paul F. Clark, Ph.D.

Paul F. Clark, Professor and Head
Dept. of Labor Studies and Employment Relations
& Professor of Health Policy and Administration
Penn State University
127 Willard Bldg.
University Park, PA 16802
Ph.: 814-865-0752
Fax: 814-863-3578
", "Paul Clark", "pclark@la.psu.edu"
"Docket Noc. 6964", "To Whom it May Concern,

As a Northwest Airlines flight attendant, I want to express my support for the proposed voting changes in Railway Labor Act union elections. No other election follows the current guidelines, and these elections should be no different.

Sincerely,

Paul D. McConnell
4500 - 31st Ave. S.
Mpls, MN 55406-3809
612-961-8326

", "Paul D. McConnell", "pauld.mcconnell@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

please support this, as all of us that have worked in this industry, have lost almost everything, retirement medical. etc while thoes that oppose

this have only gained from our sacrafices...all elections should follow this new change..so for all that vote it will count.

paul dobson

", "paul dobson", "coloneldusmc@bellsouth.net"

"Docket Number C-6964", "To Whom It May Concern;

I would like to go on record as stating that I strongly support having a yes/no vote concerning election for a Union with the merger of Northwest/Delta. Should a person not choose to vote in this vote then they would be throwing there vote away and it would not be counted.

Sincerely;

Paul G English

Flight Attendant Northwest Airlines/Delta

", "Paul English", "englishp@bellsouth.net"

"Docket # C-6964", "I'm writing in support of the proposed rule changes for air and rail workers union elections.

Paul D. Heins

Carpenters Local #87

St. Paul Mn

", "Paul Heins", "paulyheins@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Our country needs to start looking out for all American Workers and this change would be a large start in fulfilling that need.

Paul Kendall

", "Paul Kendall", "pjjlkendall1@comcast.net"

"Docket Number C-6964", "To Whom it May Concern:

My name is Paul Kramer and I am an Delta Airlines flight attendant. I am in favor of the proposed change to the representation voting rule.

I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process.

I support a Yes/No ballot.

Regards,

Paul Kramer

","Paul Kramer","kramerpaul001@msn.com"
"Proposed NMB Representation Rulemaking Docket Number C-6964","Date:11-21-2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I speak in FULL support of the proposed rule change. How can anyone with any common sense believe that the rule in effect now is fair or think that by changing the rule it would allow the union to be voted in by a small fraction of the employee's. We all have the option to vote. If you choose not to vote, as in any other democratic vote your voice will not be heard period. What if we changed the rule to read, Anyone who doesn't vote it's an automatic yes vote. Just as Ridiculous! This rule should have been changed years ago. Let's stop being intimidated by the corporate world that believes everything should be on their terms and they can get it by reaching into their pockets. It is time we run this country the democratic way, the fair way, the COMMON SENSE way, the only way, for a change.

Respectfully,

Gwen Lorenzen

Delta Flight Attendant

","paul lorenzen","paullorenzen5@mchsi.com"
"proposed rulemaking change","Hello I have noticed that you have made a proposal to change the rules regarding the voting procedures to allow unions under the railway labor act. Currently it is required to have 50% +1 of ALL eligible employees vote for the union. I believe this is the best way in our industry's(airline) current situation. Under the RLA there is no clear way to create a vote to decertify a union if you no longer want one. You have to have a different union apply to represent you , get enough cards signed and then have a vote and hope the majority doesn't vote for either union. I believe you need a majority of cards signed just to have a vote to even change unions unlike only needing 35% of cards signed to have a vote if you are not represented. If you want to change the voting procedure then the entire system needs an overhaul!! Since you are pretty much stuck with the union and forced to pay dues weather you want to or not I believe that fact alone merits keeping the current rules in place. This is how it has been done since the beginning. If the majority of employees want a union then 50% + 1 of ALL of them will vote for it. There is no specific way to decertify the union and no way to deauthorize the union from charging forced dues. You can't have things both ways. Making sure that a true majority of employees want the union is fair and I urge you to keep your rules the same. Thank you for your time.

--Concerned pilot

","Paul Oscarton","kissbyarose_1999@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Paul Platt

","Paul Platt","pauleyinsd@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I support this proposed change to the NMB election rules!

Paul Procaccio

","Paul Procaccio","goomba145@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Paul Shemanski

","Paul Shemanski","Paul5415@msn.com"
"Docket Number C-6964","National Mediation Board,

This is an email in support of the proposed changes to the voting process for airline transportation workers. The old and outdated rules may have served well in previous times, but no longer are relevant to today's

technology advanced society. They were written at a time when the transportation system was growing and needed some protections from labor disputes. In today's advanced society the market has great knowledge of the current conditions and is well diversified and not in need of these type of protections.

The new changes in voting procedures are also more democratic and in line with other election procedures that are now the standard through out the country.

See you soon

Paul Wacker

", "paul wacker", "paulevanswacker@hotmail.com"
"Ballot Change", "I am sending this message in support of the Ballot vote change at Delta Air Lines. Docket No. C-6964.
", "Paulette Johnson", "pcj250@bellsouth.net"
"Proposed nmb rule change", "December 5, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions

call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Thank You,

Norman A. Pawloski

","Pawloski, Norman A","Norman.A.Pawloski@delta.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Cindy Johnson
10691 Mayflower Rd
Blue Mounds, WI 53517

", "PAXMAN@MHTC.net", "PAXMAN@MHTC.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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a3zf8f vrxihnujqmlh <<http://vrxihnujqmlh.com/>> ,
[url=<http://uifcvtycifjh.com/>]uifcvtycifjh[/url],
[link=<http://jcdemfdvyiry.com/>]jcdemfdvyiry[/link],
<http://pmrepvpggmeu.com/>

pcdizbtwz

", "pcdizbtwz", "wpzboz@soxwve.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Buy sumatriptan. <<http://buy-sumatriptan.bravehost.com>> More...
<http://buy-sumatriptan.bravehost.com>

Peeneject

", "Peeneject", "dvduvdsssvdu@mail.ru"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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I don't know how the practice of counting a non-voter as a NO vote came to be but it should not even be legal. All you have to do is look at the percentage of registered voters who do not vote on election day. Many people do not appreciate what our military personnel have died for and they don't bother to go to the polls on election day but they are not counted as a NO vote. Please change this.

Peg L. Jezercak

","Peg L. Jezercak","pegiam48@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Pennie J. Bell

","Pennie J. Bell","penpenpoky@yahoo.com"
"Union representation"," I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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","Penttila, Theresa","Theresa.Penttila@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Pete Hammarquist

","Pete Hammarquist","Petehammarquist@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I support your move 100%. It has been FAR too one-sided for too many years. You definitely have my backing on this proposal

PETER C HOPKINS

","PETER C HOPKINS","petehopki@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Peter Garcia

","Peter Garcia","ggarcia007@tx.rr.com"
"Re: Proposed NMB Rule Change For Union Representation
Election","November 13th, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

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Peter Saballa
NYC DELTA Flight Attendant

","Peter Saballa","peter.saballa@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I urge you to support this issue. Why is there different rules for elections. it makes no sense.

Peter Varga

","Peter Varga","pete.varga@telus.net"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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Sincerely,

Peter Vitello
20 Peachtree Way
Newnan, Ga 30265

","peter vitello","peter.vitello@yahoo.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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Working men and women need to have this right in order to bring fairness back to the folks who make these industries successful.

Peter Williams

","Peter Williams","peewill@aol.com"
"delta Airlines","I represent the agent classification..I do not agree that you are allowing or want to allow the IAM to select only a portion of their representation to vote for a union at delta. We should all have an equal voice!!!!!!! All IAM members from the premerger NWA should be allowed to vote. Pat Groce JFK Airport Nwa Airlines 066801.
","Pfgroce2@aol.com","Pfgroce2@aol.com"
"Docket Number C-6964 comments","To Whom it may concern,

After reading so many comments and hearing some debate about this proposed rule change, I would like to address a few of the comments that are arguing against the proposal.

I have read comments implying that this rule change would be Junking a 75 year tradition of this election rule.

Well, I guess it can be looked at that way, but then you could say that every Law and Amendment to the Constitution made by Congress is junking some past practice that has been around. But they have found it necessary to do now and then and they did not let tradition get in the way of doing what they felt right and just. Thank goodness that they didn't let that get in the way, because where would we be if this same congress stayed on the sidelines and this great country's tradition of moving forward for a better way, all of a sudden didn't, and left things the way they were. From the very beginning, and all that created this great nation we have challenged and changed what was needed to be done.

I have read that a Minority would be able to decide representation.

Only if the vote is held in secret!

Both sides of the issue have the opportunity and responsibility to present information and ideas. Not to sway and influence, but to help inform the employee group. Then the employees would have the opportunity to truly decide their future.

There is an idea that if less than 50% vote for a union, a minority would be deciding for the majority. But in reality, those that don't vote are really saying that they are alright with either side that wins the

vote and in theory then, their vote is for the majority who votes. They have every RIGHT & RESPONSIBILITY to vote!

It has been said that the NMB proposal is singling out Delta and Delta people and the NMB is being discriminatory and blocking forward progress.

I thought this was for all union voting with the Railway Labor Act and isn't this forwarding progress!

This voting rule has been compared to elections for public office and that it shouldn't be administered the same way. That this is for representation and not just who will be representing the people.

There are many decisions put in front of the public for Laws, Amendments and Policies to be changed that are not dependent on the majority of the citizens voting.

Delta has looked at the unions move to wait until this important rule change proposal is decided as suspect.

If this ruling does change voting rules and the old rule found inadequate, wouldn't Delta want this for their people? Does Delta not trust that NMB is fair and impartial? That the NMB doesn't know their business and that they wouldn't research all ideas about the issues?

I see statistics show that unions have won many elections with the old rules and I have heard this as an argument that the rule then doesn't need to be changed because it works the way it is.

If that is the argument for not searching for a different, better way, it goes back to ""where would we be if this great country were run that way""!

Is it that they don't want to truly engage in the debate and even if the rule doesn't change, make a better world just for sake of the debate.

Please take careful thought in deciding the future for a great many Americas Workers.

Robert Phelps

","phelconk1@aim.com","phelconk1@aim.com"
"Docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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Sincerely,

Philip Jaeger

", "Phil Jaeger", "philjaeger99@gmail.com"

"Voting change for the NMB", "Dear NMB Board,

I am a NWA/DL Flight Attendant and writing you to let you know that I fully support the voting changes proposed by your board. I am a union member and am asking just for a fair majority type vote in our representational election.

Thank you for your time,

Phil Mayeda

Sea Base

", "Phil Mayeda", "pmayeda@msn.com"

"voting rule change", "20dec2009"

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

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","Philbrick, Roger","roger.philbrick@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Philip D. Currier

","Philip D. Currier","pcurrier2@wi.rr.com"
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philip m zannella

","philip m zannella","pmz1363@aol.com"
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To take the position that the current rules have worked well for 70 years is an insult to the workers of this nation. The current rules is a history of intimidation and violence against workers to exercise his/her right to vote were the norm. Intimidation against a workers has not been mitigated, only the methods of intimidation have changed. All workers have the right to cast one vote. Workers should not have rights to votes not cast from those who wish not to participate in the process.

Philippe Millen

","Philippe Millen","philippe.millen@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Pierre J. Lippert

","Pierre J. Lippert","pjlip629@aol.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

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A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
yolanda pillsbury
415 n. clark st.
mayville, WI 53050

","pillsburyyolanda@johndeere.com","pillsburyyolanda@johndeere.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","

","PindroMartin, Mary","Mary.PindroMartin@delta.com"
"Voting Rights for the 21st Century","

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or

class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Victoria Key
299 Tony Trail
Mableton, GA 30126

","pinkgrandmother@yahoo.com","pinkgrandmother@yahoo.com"
"Stop the insanity!","National Mediation Board
1301 K Street
Suite 250 East
Washington, D.C. 20005-7011

Re. Docket No. C-6964

To: The National Mediation Board:

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In other words....stop the insanity!

","piratepillager56@hotmail.com","piratepillager56@hotmail.com"
"proposed rule change","November 28, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

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call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

I don't understand what is "fair" or "democratic" about an election that doesn't require majority vote!

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Pitcock, Laura J","Laura.J.Pitcock@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

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pjjizj

","pjjizj","tadlockcikuiqe1661@gmail.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Peg Kermeen
8033 Excelsior Dr., Suite A
Madison, WI 53717

","pkermeen@afscme.org","pkermeen@afscme.org"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or

class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Susan Plaster
5185 Forest Mist Dr.
Smyrna, GA 30082

","plaster@bellsouth.net", "plaster@bellsouth.net"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Sincerely,

Sarah Plunkett

Delta Air Lines

Sr. Analyst EO Research

EO Material - Demand Planning Dept 474

sarah.plunkett@delta.com

phone: 404-714-3099

fax: 404-714-8606

","Plunkett, Sarah","Sarah.Plunkett@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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<https://launchpad.net/~halephloxnu> low cost viagra

pnpjhs

", "pnpjhs", "addisonbrquotation@gmail.com"
"Docket Number C-6964", "Dear NMB Members,

I am writing to express my full support for the proposed change, and I want to thank the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a democratic election process to determine the issue of collective bargaining representation.

Please change the election procedure so that we airline employees can have a fair and democratic vote regarding union representation. Someone who refrains from voting should not have a "no" assigned to their choice not to vote. The Board's current election procedure is contrary to the basic principles of democratic elections in this great country of ours, which hold that the winner of an election is the one who has received the most votes.

Thank you.

Respectfully yours,

Polly J. Sexton

", "Polly Sexton", "pollyjane@fuse.net"
"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Sincerely,

Maryalys Poulson
SLC Reports Representative
8-759-3073
801-575-3073

2717 Moraine Circle

Salt Lake City, UT 84109

","Poulson, Maryalys H","Maryalys.H.Poulson@delta.com"
"Proposed NMB Rule Change For Union Representation Elections(Docket No.
C-6964","16 Nov. 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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You, Thank

Jay Pozzi Douglas

Air Lines, Inc. Delta

Myers, FL. Ft.

","Pozzi, Doug","Doug.Pozzi@delta.com"
"Docket Number C-6964","I would like to add my voice in appreciation of the change in the voting rules recently made by the NMB. This seems to be the only fair way to vote, the same way that we vote for government representatives.
Thank you,
Patricia Ochoa
Northwest Flight Attendant
205 Scott Crossing
Roswell, GA 30076
","PPearls1@aol.com","PPearls1@aol.com"
"proposed rule changes","

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand

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Thanks, Jerry Preston

","Preston, Jerry","Jerry.Preston@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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usa

prxlry

", "prxlry", "freireobiliko1352@gmail.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Patrick Scott

1630 Charleston Walk
Atlanta, GA 30316

", "ptckscott@aol.com", "ptckscott@aol.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

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Sincerely,
Nancy McMahon
2122 Chadbourne Av
Madison, WI 53726

", "ptm@chorus.net", "ptm@chorus.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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pvnedk

", "pvnedk", "margarettbelcher@gmail.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Paul Winslow
2781 Red Cedar Parc Dr S
O'Fallon, MO 63368

", "pwinslow@mindspring.com", "pwinslow@mindspring.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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qauwmj

", "qauwmj", "jpdpegboardfrench@gmail.com"
"Letter To Board RE: Docket No. C-6964", "Please reference my attached
letter regarding Docket No.C-6964

Sincerely,

Qianna Wang Patterson

", "Qianna Wang Patterson", "cindywang08@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

qlmmzc

", "qlmmzc", "stanfordqkaustria@gmail.com"
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<http://jcpcftaintja.com/>

qwuvnar

", "qwuvnar", "kipsyf@ujfygi.com"
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<https://launchpad.net/~halephloxnu> low cost viagra

qwvzjx

", "qwvzjx", "addisonbrquotation@gmail.com"
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qxrftm

", "qxrftm", "tadlockcikuiqe1661@gmail.com"
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Rachael Carlson

","Rachael Carlson","piper8@hotmail.com"

"Representational Elections Proposed Change","To the NMB Board,

I am a Northwest Airlines F/A. I am writing to let you know that I am

in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Rachelle Nobriga
Northwest F/A

","rachelle@hawaiishoppingcenter.com","rachelle@hawaiishoppingcenter.com"
"Docket Number C-6964",

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined

the same way.

Sincerely,
Raechel Pundsack
2535 e. dayton st.
Madison, WI 53704

","raechelp@sbcglobal.net","raechelp@sbcglobal.net"
"Docket Number C-6964","Dear National Mediation Board Members:

If I choose NOT to participate in the election, I DO NOT care to have a vote assigned to me favoring one candidate or another; PLAIN AND SIMPLE; this is my right.

In America, unlike some countries, citizens have a right not to vote in elections. Eligible voters have several choices: To vote for this or that candidate or stay away from the polls altogether. Those who don't vote are not counted as favoring one candidate or another.

Their choice not to participate in the election and let others decide the outcome is honored. The Railway Labor Act procedure of counting non-voters fails to distinguish between a choice not to vote and a choice against union representation. It disregards voters' right not to participate and, in effect, compels nonvoters to be counted as voting whether they choose to or not. This is inaccurate and violates citizens' freedom to sit out elections.

The National Mediation Board should correct the flawed Railway Labor Act procedure. Please change National Mediation Board rules so that the outcome of union representation elections is determined by a majority of voters who choose to cast ballots.

Respectfully yours,

Rafael Hernández

Pre-Merger Northwest Airlines

PO Box 612047

Dallas, TX 75261

<http://www.rbclifesciences.net/images/rbc_green_logo.jpg>

Please consider the environment before printing this email.

", "Rafael Hernandez", "Rafael.Hernandez@rbclifesciences.com"
"Photos from the 75th Anniversary Reception", "Click on the link below to
access the photos:

\\nmb-bat\Public\75th_Anniversary_Keepers <file:///\\nmb-
bat\Public\75th_Anniversary_Keepers>

Daniel Rainey

Director, Office of Alternative Dispute Resolution Services

The National Mediation Board

1301 K Street, NW Suite 250-E

Washington, DC 20005

202-692-5051 (office)

202-365-7275 (mobile)

rainey@nmb.gov <<mailto:rainey@nmb.gov>>

<http://www.nmb.gov>

", "Rainey, Daniel", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=RAINEY"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Ramzi Silmi

","Ramzi Silmi","Ramzilst@yahoo.com"
"Docket No. C-6964","November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

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playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

With Appreciation,

Randa Talley

DL Flight Attendant

", "Randa Talley", "randatalley@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Randal Christiansen

", "Randal Christiansen", "aktocs@gci.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Please support our right of a true democratic vote!

randall gostomske

","randall gostomske","gusdebrus@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Randolph Roles

","Randolph Roles","Randolph.Roles@nwa.com"
"voting rule change by NMB","Dear Board Members,
I think it is incredulous that you are taking upon yourself to change the rules re union voting that has been in place for many, many years. What in the world are you people thinking? Talk about the minority ruling the majority. I have never heard of a better example of this than this idiotic rule you are trying to enact. It is so ridiculous I can't think of words to describe my feelings on this matter. I urge you to please think this matter through and cancel it n o w.

Thank you,
Joel R. Colemon
511 Tommie Rd.
LaGrange, Ga. 30240
","Randy Colemon","colemon@charter.net"
"Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely, Randal D Guymer

A Northwest Airlines Employee & AFA Member

", "Randy Guymer", "velorandy@me.com"

", "This change is voting rules to appease AFA and its multiple losses in Delta elections is nothing short of despicable. How would it be if we changed the rules in the World Series halfway through in order to allow the trailing team to win? Wouldn't be allowed, would it? Why is this being considered? And please spare me the dribble about comparing it to the way we elect public officials. We can vote them out after one term. We can't do that with AFA.

Randall Lopes

Delta Flight Attendant
34 years
", "Randy Lopes", "expoboy52@msn.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Randy Samplawski
WI 53032

", "randysam@powerweb.net", "randysam@powerweb.net"
"Proposed NMB Representation Rulemaking - Docket Number C-6964", "November 19, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

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The Board's current election procedure is contrary to the basic principles of democratic

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votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Raul Macias

UFT Member

","Raul Macias","ramacot@hotmail.com"
"union elections at Delta Air Lines","

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Jane Raven

","Raven, Jane W","Jane.W.Raven@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Give the freedom and the right to make a choice for a representative selection!!

ray courtnage

","ray courtnage","kingraymo@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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What kind of response would the people of the United States of America have if we allowed outside countries to count only the votes if the majority of that country voted . Would that be the democracy we would want to promote?

Raymond A Waldron

","Raymond A Waldron","raymondwaldron2001@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Please change this rule. I am a 13 year employees of Northwest Airlines and need this rule to change so my union has a fair chance to make it in with delta and my family is taking care of and my job! thanks!

Raymond Blythe Jr.

","Raymond Blythe Jr.,"rdust4@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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we need a fair rule like any other american in the country. i support 100% the proposed change to NMB election rule.

Raymond Bristol

", "Raymond Bristol", "bristol2026@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Raymond Cook

", "Raymond Cook", "ray458999@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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This whole time we have been going through this merger process I have been hearing the phrase "fair and equitable". Counting a vote that never happened is in no way "fair and equitable" please change this rule.

Raymond Facey Jr

", "Raymond Facey Jr", "bigtig78@yahoo.com"
"Docket Number C-6964", "Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

November 26, 2009

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.
Respectfully,

Inez S. Cox

", "RAYMOND G COX", "raygrecofl@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Raymond J. McMullen

","Raymond J. McMullen","ATPLAER@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Raymond P Schmitt

","Raymond P Schmitt","rpschmitt54119@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Raymond Painter

","Raymond Painter","raymopaint@yahoo.com"

"Voting Rights for the 21st Century",

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Linda Ray
603 4-H Club Rd
Lake Park, GA 31636

","rays12@bellsouth.net","rays12@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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esjabh <https://launchpad.net/~textorobipan1563> best price levitra bykxuo
best price levitra <<https://launchpad.net/~textorobipan1563>> gybcen best
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levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> shusxo
[url]<https://launchpad.net/~jpdpegboardfrench>[/url] buy levitra 20 mg

rbwnnb

", "rbwnnb", "jpdpegboardfrench@gmail.com"
"docket number c-6964", "
To whom it may concern,

please change the voting method (for union elections) to be the method where every person must either vote YES or NO (a fair election).

it is time to update the voting method to be similar to how ALL elections (local, state, federal, etc.) in the United States of America are conducted.

every person should vote and have their vote tallied, whether it is a YES vote or a NO vote.

thanks for your consideration in this matter.

i look forward to having a FAIR ELECTION!

sincerely,

R Newson

", "rdnscorpio65@comcast.net", "rdnscorpio65@comcast.net"
"Support for proposed rule change", "
I am a Delta flight attendant and am in favor of the proposed rule change for counting election votes.

I urge the National Mediation Board to support a fair election by changing the decades old vote count practice which is currently in place. For any elected official who opposes this change I would just like to ask if that person would care to have their own election process decided by those who fail to vote at all counted as a ""no""?

I urge your Board to make a statement for all future elections by changing the process to one of fairness.

Very truly yours,
Rebecca Fitzgerald
Delta flight attendant

Hotmail: Trusted email with Microsoft's powerful SPAM protection. Sign up now. <<http://clk.atdmt.com/GBL/go/177141664/direct/01/>
<http://clk.atdmt.com/GBL/go/177141664/direct/01/>>
", "Rebecca Fitzgerald", "rdf4jc@hotmail.com"
"Docket # C-6964", "To the National Mediation Board,

In regards to Docket #C-6964, I want to request that a a vote not cast should not be considered a no vote. Only those who actually vote should have their votes counted one way or the other.

Best,

Rebecca Jacobs

", "Rebecca Jacobs", "rebeccajacobs@gmail.com"
"docket number C-6964, change that rule!", "Hello,

My name is Scott Brummer and I am a flight attendant with the new Delta. My new Delta employee number is 014710000. I believe it is time aviation and railway workers are allowed the same democratic method used by other general elections in our country.

I am IN FAVOR OF THE NMB VOTING RULES CHANGE ON DOCKET NUMBER C-6964, so the majority of voters can make the decision. U.S. Congress people and Representatives commenting that they do not want a change are persuaded by corporate employers and are not representing the employees. Please let the NMB change the voting rulse so the ""for/against union"" vote can be won by the majority, not voided by the minority. If you wish to contact me, me e-mail address is mnskyhawk@hotmail.com.

Thank you for the important change,

Scott Brummer

Hotmail: Trusted email with powerful SPAM protection. Sign up now.
<<http://clk.atdmt.com/GBL/go/177141665/direct/01/>>
", "Reese Williams", "mnskyhawk@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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reginald stewart

", "reginald stewart", "reginald.stewart@nwa.com"
"Proposed NMB Rule Change For Union Representation Elections", "December 05, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sandy L. Reiter
Delta AirLines
ACS-OCC Coordinator

","Reiter, Sandy L","Sandy.L.Reiter@delta.com"
"Voicing concern about proposed voting rule change","
1110 S. Bethany Rd.

Locust Grove, GA. 30248

November 19, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
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Dear NMB Members:

I am a Delta Air Lines employee and I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this

proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Respectfully,

Mr. Scott Reker

","Reker, Scott","Scott.Reker@delta.com"
"Letter in support of Docket number C-6964","Please see the attached letter in support of the National Mediation Boards proposed rule change on Docket #C-6964

Renaye Manley

National Organizer

Interfaith Worker Justice

(773) 728-8400 x15

www.iwj.org

","Renaye Manley","rmanley@iwj.org"

"Docket # C-6964", "I am in favor of the NMB voting rules change so the majority of our flight attendants can make the decision. I am a flight attendant for Delta Airlines. Renee H King. Minneapolis, Minnesota.
087724

Sent via BlackBerry from T-Mobile

", "reneeking55@gmail.com", "reneeking55@gmail.com"

"Letter To NMB Regarding Proposed Rule Change; Docket No.C-6964", "Dear Sir or Madame,

Please reference my attached letter regarding Docket No.C-6964.

Sincerely,
Rennie Patterson

", "Rennie Patterson", "aviator1lrp@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Rev. Dale W. Overman

", "Rev. Dale W. Overman", "ulfracfen@hotmail.com"

"Docket Number C-6964 ", "I am writing to you today to give my FULL SUPPORT for the voting rule change now being proposed by the NMB! The NMB has a duty to those striving for representation to have fair voting procedures in place, just as is the case in all other democratic elections within the United States. The current rule is archaic and simply is not fair as it allows a company to include many employees on their submitted list that should not be allowed to vote such as laid off workers, previous employees, managers and even deceased employees.

Changing the voting procedures to a majority of ballots cast will fall more in line with the democratic voting process, so please make this change so fair elections can be held in representation elections.

Thank you for your consideration,

Rex K. Varner
Delta Flight Attendant-SEA
", "rex varner", "rexkv13@hotmail.com"

"Docket No. C-6964---- NMB Rule Change for Union Representation Elections", "

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

November 17, 2009

Re: Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)

Dear NMB Members:

My name is Rhea Talactac and I am a pre-merger Northwest Airlines Flight Attendant with 30 years of seniority now a part of the new Delta Airlines. I am writing to express my strong support for the National Mediation Board's proposal to change the long-standing voting rules for representation elections. The proposed rule change would allow a union member to vote in a democratic process, so the voice of the active employees that are for or against is truly heard. This change would update the process to mirror every other democratic voting process being held today in America. As it stands now, the choice of abstention is taken away.

Thank you for your leadership in this matter.

Rhea Talactac
Delta Employee # 041999800
Seattle Base

", "Rhea Talactac", "sealatte@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Rhonda Hill

","Rhonda Hill","rhill@iamaw.org"

"Docket No. G6964.", "I object to the National Mediation Boards proposal to change the long standing voting rules for representation elections. Respectfully, Rhonda Van De Mark

","Rhonda Van De Mark","rhondavandemark@yahoo.com"

"Proposed NMB Representation Rulemaking - Docket Number C-6964", "November 19, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Ricardo Salazar

Flight Attendant

Delta Air Lines

Windows 7: I wanted simpler, now it's simpler. I'm a rock star.
<http://www.microsoft.com/Windows/windows-7/default.aspx?h=myidea?ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WWL_WIN_myidea:112009>
", "Ricardo Salazar", "ricardo.m.salazar@hotmail.com"
"NMB Rulemaking", "I write in support of the NMB's proposed rule that would certify a bargaining representative based on a majority of all votes cast rather than a majority of all employees in the bargaining unit.

The proposed rule would bring the NMB representation election counting system in line with the representation election counting system under the National Labor Relations Act (NLRA). Although it is well known that unions have concerns about National Labor Relations Board (NLRB) elections, these concerns are focused on the rules of the campaigns preceding the elections. Neither employers nor unions have ever criticized the criteria by which the NLRB determines a majority - a majority of all votes cast. That aspect of the NLRB election process has worked well for over 60 years. There is no reason that the NMB should not emulate it.

Moreover, the NLRB counting system operates under language similar to that in the RLA. Section 9(a) of the NLRA states, in relevant part: "(r)epresentatives designated or selected for the purposes of collective bargaining by the majority of the employees in a unit appropriate for such purposes," Under this language, the NLRB certifies a union based on a majority of the votes cast. The RLA language in Section 2, Fourth - "(t)he majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for the purposes of this chapter" - can accommodate the change in the rule.

The proposed rule would also make NMB representation elections consistent with political elections. There is no political jurisdiction of which I am aware that decides an election based on a majority of voters rather than a majority of the votes cast.

The proposed rule represents a sensible, modest change that would bring enhanced fairness to the NMB representation process and should be adopted

Richard N. Block

Professor

School of Labor and Industrial Relations

South Kedzie Hall

Michigan State University

East Lansing, MI 48824 USA

517-353-3896 (voice)

517-355-7656 (fax)

block@msu.edu

", "Rich Block", "block@msu.edu"

"Re: Docket Number C-6964 ", "Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for the proposed rule change, and I commend members Hoglander and Puchala for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years.

Respectfully,

Richard Lee

Member

Association of Flight Attendants-CWA

","Rich Lee","rlee01@wowway.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Richard A Stradinger

","Richard A Stradinger","rstradinger@ameritech.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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If we had applied the current NMB rules to our national elections last month, nobody would have met the election requirements at the poll, and therefore, we would have not any public officials.

Richard Chu

", "Richard Chu", "rchu3@nyc.rr.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Richard Dreyer

", "Richard Dreyer", "rdps91@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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I completely agree with the NMB proposed rule change. I believe it will allow more workers to decide their fate, and end the unfair advantage that corporations have used against their own employees.

Richard G. Nylander

", "Richard G. Nylander", "superflyny@hotmail.com"
"docket# C6964", "I agree that the new proposed way of voting, with only the people voting should be the only legal way. Everyother election in the world is decided by the people that vote, not by the people that do not vote.....

The new proposed method is a good choice and the old method of someone not voting is a no is unfair.

Richard Hammrich
1344 E. Camino Primrose
Unit B

Palm Springs, Ca 92264

", "Richard Hammrich", "skygodrick@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Richard Iacino

", "Richard Iacino", "Richard.Iacino@nwa.com"

"Docket Number C-6964....The Rule Needs to be changed", "My name is Rick Linde a pre-merger NWA and now Delta Flight Attendant. I am so pleased that this issue has finally come to the forefront as it makes the whole union representation process a truly democratic way of voting. I am in Favor of the NMB VOTING RULES CHANGE on Docket Number C-6964 which would make the majority of voters make the decision for representation. It only makes sense that a For/Against Union vote should be decided by the majority and not negated by the minority. If you would like to contact me, my email address is: rjlinde@msn.com

Thank you for time and consideration of this important issue.

Sincerely,
Rick Linde
Delta # 070042100

", "RICHARD J LINDE", "rjlinde@msn.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Richard J Penn

","Richard J Penn","rjpenn@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

The current method of counting non voting employes votes as a no vote just isnt right. The majority of actual votes cast should decide the election results.

Richard K Polta

","Richard K Polta","rpolt@q.com"
"Docket Number C-6964","This is to advise that I support the change that Docket Number C - 6964 would bring to Union representation elections under the Railway Labor Act. This would finally allow railroad, airline and package delivery workers to have a true democratic election and only have the majority of the votes cast determine the outcome of the election as is done in any other democratic election. This proposed rule change would transform the Railway Labor Act into what it should be, a fair deal for workers to have a better way of life by having a voice through the union of their choice and to collectively bargain with their employer for

better wages, benefits and working conditions. This will only help to re-build a strong middle class and build a stronger America.

Richard Kneupper
Assistant to the Vice President
CWA District 6
ofc. 512 - 330 -0871
fax. 512 - 330 -0886
", "Richard Kneupper", "RKNEUPPER@cwa-union.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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richard laplaca

", "richard laplaca", "rwlaplaca@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is the only ""FAIR"" way for any organization or political party to vote, really, think about it.

Richard Larson

","Richard Larson","rlars@comcast.net"

"Proposed NMB Representation Rulemaking Docket NumberC-6964","Dear NMB board; I am a 30 year Northwest Airlines flight attendant and am writing in support of the NMB rule change that has been recently proposed. Delta Airlines (my future employer) has a long and proud history of suppressing union votes on its property and has proven it has no intention of changing such practices. The fact that the NMB is willing to change such an antiquated rule is very commendable and I am very appreciative your help. Thank you for realizing the unfairness of the old yes/no voting procedures, and the fact that no other election of any sort takes place in this country using our outdated system of vote counting. I sincerely hope that on January 4,2010 you will make the final decision to allow this change. Thank you.

Sincerely,

Richard Swisher F/A
Northwest Airlines

(premerger)

1809 E Park Drive
Palm Springs,

California 92262

","Rick & Jim :-)","sunnybird@dc.rr.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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RICK BROWN

","RICK BROWN","rustyblades63@yahoo.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Please give the Northwest union members a chance to keep our union.

Rick Zimmer

","Rick Zimmer","rickzimmer45@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Thank you for your time,

Rickeisha Tate

","Rickeisha Tate","rickeisha.tate1@gmail.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Peter Rickman
526 Spruce St
Madison, WI 53715

","rickman.peter@gmail.com","rickman.peter@gmail.com"
" Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964) ", "

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Julia Riley
4221 South 845 East
Murray UT 84107

", "Riley, Julia", "Julia.Riley@delta.com"
"Docket No. C-6964 ", "Dear NMB Members:

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Sincerely,

Joan Risser

7620 Riverbrook Drive

Dallas, Tx. 75230

", "Risser, Joan", "Joan.Risser@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Our great country was built with the help of unions. We work under different conditions than our early workers and the rules should apply as to how we work now. Not one person in Congress would be there if we went by the same rules that we are under with our current rules. With all that is going on in our great country we need to support our workers even more. I have taken pay cuts, lost benefits and the list could go on. At the same time management get better contracts. Help support us when we really need it the most.

Rita M: Kerrigan

","Rita M: Kerrigan","3dognights@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Rita Swiecilo

","Rita Swiecilo","sunbum007@hotmail.com"
"Docket Number C-6964","To: All Distinguished Members Of The National
Mediation Board

My name is Russell Mates and I have been a Delta Flight Attendant for over 28 years. I am writing IN SUPPORT of the proposed rule change in how representational elections are held under the Railway Labor Act. No other election in our country is held under the current 75-year-old standard where non-votes are automatically counted as NO votes. I am appreciative that the Board is considering this long-overdue change to one that is truly fair and democratic. Let's count the votes of those

PARTICIPATING in the election, whether they are for, against or want to abstain.

Thank you,

Russell Mates
Delta Flight Attendant
Los Angeles Base
", "RMates1873@aol.com", "RMates1873@aol.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Russell Novkov
4817 Sheboygan Ave 508#
Madison, WI 53705

", "rnovkov@hotmail.com", "rnovkov@hotmail.com"
"Northwest/Delta Airlines", "November 15, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns. As the TTD stated in their petition for this change, "Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is absolutely wrong for the NMB to undertake to determine the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

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Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Robert R. Clark
Northwest/Delta Air Lines
Flight Attendant

","Rob Clark","fuzzyflyguy@yahoo.com"
"representative voting","Please, please - give us a chance!!! We want a yes/no vote for representation voting. Keep up with the changing times. A FAIR chance is all we are asking for here!! Thank you, Teresa Drake; Delta Flight Attendant.
","rob.drake@mchsi.com","rob.drake@mchsi.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Robert A Fields

","Robert A Fields","rfieldsx4@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Robert A.Driscoll

","Robert A.Driscoll","Newfiebob@wowway.com"
"Docket Number C-6964","
National Mediation Board:

Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

1301 K Street, NW

Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Robert C. Applewhite

Northwest/Delta F/A

FREE Christmas Animations for your email - by IncrediMail! Click Here!
<<http://www.incredimail.com/?id=604304&rui=62260435>>
", "Robert Applewhite", "rcapplenpsp@earthlink.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Your vote should not be considered if you don;t vote, just like any other election in this country. The company should not receive a no vote for someone not bothering to vote!!

Robert B. Redman

","Robert B. Redman","Rformulaz@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Robert Banish

","Robert Banish","rbanish@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Robert C Phillips

","Robert C Phillips","HNLISP@yahoo.com"

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Robert C. Norris

", "Robert C. Norris", "Norris.R@att.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Robert d. Knight

", "Robert d. Knight", "rdk2007@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Robert D. Miller

","Robert D. Miller","rmiller@iam98.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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The time has arrived to eliminate the Company advantage of all uncast votes are No. I have 37 years experience with Airline Management and their anti union activities. Management has attempted to sway Union voting by several means, Leagle and not leagle, in attempting to sway employees from voteing. I have seen management watching voteing places in an attempt to see who is voteing. An uncast vote is an employee who is afraid to vote for fear of loosing his/her job if the Union looses, because they were seen at the poles. Current rules give companies an advantage not seen in any other industrie.

Robert E McClellan

","Robert E McClellan","remc5748@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Please support the proposed changes to NMB election rules. Let the members decide their future, not fat-cat corporate executives and their union busting henchmen.

Robert E. Conner

","Robert E. Conner","rec@charter.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Robert Feda

","Robert Feda","Rjfedal@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Robert H. Pine

","Robert H. Pine","mrbobbypine@hotmail.com"

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Robert Hamilton

", "Robert Hamilton", "rhamilton@iamaw.org"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Please consider this rule change seriously, after all can airline management be more trustworthy than bankers? They will inflate their employee roster with people who are not on the payroll etc. Thank You

Robert J Jahraus

", "Robert J Jahraus", "zeeland@comcast.net"

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In the end; What is fair? What is honest and ethical? This rule change corrects a very unfair procedure. Moving forward with this change is the right thing to do. Thank you, Robert J. Sansom

Robert J. Sansom

","Robert J. Sansom","wandaspirit@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Robert L. Oliver

","Robert L. Oliver","getoli@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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ROBERT LESSMANN

", "ROBERT LESSMANN", "lessback.mech701@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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With 28 years as a TCU Carman and six years as an ATDA Train Dispatcher I have seen many mergers and acquisitions affect rail workers and thank you for this important step at protecting the rights of the middle class.

Robert McCann

", "Robert McCann", "robert_mccann@csx.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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I support the rule change and would love to see a fair election. I hope you take serious consideration to making this change thanks.

Robert Meik

", "Robert Meik", "Dio0001@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Robert Minnich

", "Robert Minnich", "rminnich@iamaw.org"

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ROBERT nAZARIANS

", "ROBERT nAZARIANS", "rnazarians@charter.net"

"docket number C-6964", "My name is Melinda Nelson and I'm a flight attendant for Northwest Airlines now a part of Delta.

I am in favor of the voting rule change that allows the majority of the people that vote to decide the election. The people that don't vote should have nothing to do with the results.

If you wish to get in touch with me, my email address is
Robertnelson4@hotmail.com

My Delta employee number is 0277548.

docket no. c-6964

Get gifts for them and cashback for you. Try Bing now.
<http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT_MSHYCB_Shopping_Giftsforthem_cashback_1x1>
", "Robert Nelson", "robertnelson4@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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When you vote for the President of the United States, Mayor, Governor etc. you count the votes that are actually casted. You don't say, well Republicans will get all the votes that were not casted by getting out and voting. There should be no difference on any type of voting. Whoever votes those are the votes used. If Delta employees don't vote they don't get used. PERIOD!

Robert Nicholl

", "Robert Nicholl", "espynicholl2000@yahoo.com"
"c-6964", "I support the fair election vote... yes vote or no vote ---- a person that does not vote has no right to be given a no vote. This is the way is done in this great country. Imagine if president Obama had lost the election because of voters that did not cast a vote!
Thank you.
Robert L. Rossbach
Delta Airlines flight attendant

", "robert rossbach", "dunscooper@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Robert T. Fecteau

","Robert T. Fecteau","RFecteau@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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I agree 100% However, big business uses the previous election rules to favor itself rather than the employees.

Robert Yaworski

","Robert Yaworski","yaworski144@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Roberta-Lynn Russell

", "Roberta-Lynn Russell", "rruss1997@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Roberto Quinones

", "Roberto Quinones", "rquinon2@msn.com"
"Voting Rule Change", "Proposed voting changes are unfair and discriminatory to all Delta employees. Please do not change those and let us vote fair and the way always been.

Thank you

Robert Szpadzik

", "RobertSz", "polacoloco@clear.net"

"docket c-6964", "Hello-

I would like to comment on the proposed revision to the voting procedures for the AFA union vote between Delta flight attendants and Northwest flight attendants. I am strongly opposed to this change right before a very critical vote. I fear that many people will not be aware in time to understand fully and will not be properly represented. It has been in place that to not vote at all will register a "no" vote. Now the proposal is that every single vote must be registered either as a yes or a no in order for it to be counted. I feel that if this big of a change is going to be made, that it should be done when there is NOT a vote just about to take place so that people will be made fully aware well before the need arises. Thank-you for your consideration in this matter to keep things fair.

Robin Barnes

flight attendant, 26 years
Delta Air Lines

Hotmail: Powerful Free email with security by Microsoft. Get it now.
<<http://clk.atdmt.com/GBL/go/171222986/direct/01/>>
", "ROBIN BARNES", "rbarnesbunch@msn.com"
"Proposed NMB Representation Rulemaking - Docket Number C-
6964", "Date: _20November 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Robin L. Goffe

5999 Monaco Circle

Salt Lake City, UT 84121

801-273-0636

Delta Airlines Flight Attendant

","ROBIN BRADLEY GOFFE","goffe5@msn.com"

"Proposed NMB Representation Rulemaking - Docket Number C-6964","

November 18,2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

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Respectfully,

Robin S. Madson

Northwest/Delta Air Lines

Flight Attendant

"," robin madson", "girlpearls@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

robin Mize

"," robin Mize", "wobbin@sbcglobal.net"

"Voting Rules Change", "I am in favor of the proposed change. If a FA does not want a union, then they vote ""NO"" and likewise for a pro union FA who would vote ""YES"".

Please make our voting process democratic.....like all other elections in this country.

Thank you.

Robin Seibert

CVG FA/Delta

","Robin Seibert","rls2010@yahoo.com"
"NMB Docket Number C-6964","To Whom It May Concern,

This is in regards to NMB Docket Number C-6964. I am in support, of the change, to this ruling. I am a AFA Union Member and thought it to be unfair, if you did not send a card in to vote, it was considered a no vote. I do not know any other election where if you don't send in a ballot, it goes to one party or the other. This has been very unfair practice for to long of a time. I like many of my fellow Flight Attendant, support the new ruling, that only the votes sent in will be counted.

Sincerely,
Robin Bodenheimer

","Robin Wellman","robinannlovely@yahoo.com"
"","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Harry T. Robinson

", "Robinson, Harry T", "Harry.T.Robinson@delta.com"
"", "Dear Sirs,

Please, change the rule on voting for unions. The current rule is unfair, and does not reflect American values. Anyone who does not vote, should not have their voices heard. Their decision should not be assumed and forced on them simply because they abstain from voting. Congressmen abstain from voting sometimes, and their vote dictated to them. The current rule must be changed.

Sincerely,
Rodney Carpenter
", "Rod Carpenter", "rpcarpenter@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

rodney p harris

", "rodney p harris", "rodney-payton@att.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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RODRIGO SAPANGHILA

", "RODRIGO SAPANGHILA", "oldtown54@yahoo.com"
"NMB Voting rule change. Docket C-6964", "National Mediation Board:

Please accept this email as my full support for the filed change to the voting rules regarding labor union representation.

This rule change is important in that it aligns with the voting rules of our nation in all public elections and referendums. The majority of "votes cast" is the proper way to represent the views our society.

Those that do not cast votes should not be assumed to take any position on any issue, therefore to assume that not voting is a vote to oppose is wrong!

Thank you for attention and leadership!

Carlos
Carlos J. Rodriguez
UAL C12 Vice-Chairman
678-520-5545 tel
770-420-9727 fax
Carlos.Rodriguez@alpa.org
ASPEN 6039

", "Rodriguez, Carlos, UAL012 Vice-Chairman", "Carlos.Rodriguez@alpa.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Roger D Deschenes

", "Roger D Deschenes", "roger.deschenes@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Roger Deschenes

", "Roger Deschenes", "roger1951@verizon.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

roger guzman

", "roger guzman", "roger.guzman@nwa.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand

for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Michelle Rogers

11441 S. 150 E.

Draper UT. 84020

","Rogers, Michelle","Michelle.Rogers@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is

lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Jack Rogers
503 E. 63rd. St.
Savannah, GA 31405

","rogers391@bellsouth.net","rogers391@bellsouth.net"
"Re: Docket number C-6964. Proposed rule changes.", "To all the members of the Nation Mediation Board: Re: Docket number C-6964.

It is my sincere hope that the NMB will change it's rules to allow for fair and democratic union representation elections for airline employees, and for all of those employees governed by the Railway Labor Act. It is my hope that the NMB will adopt new rules that will stipulate that in future it will only counts those votes it actually receives. That it will cease the undemocratic practice of counting in as NO votes all those numbers of eligible voters who fail to vote at all.

I fully support a fair and Democratic YES/ NO Ballot.

Very Sincerely, Romanie Baines.

Romanie Baines. 252, E.61st. Street, Apt: 6 EN. New York. NY. 10065. Telephone: 212-838-8840.
","ROMANIE BAINES","romaniebaines@verizon.net"
"Proposed NMB Rule Change for Union Representation Elections", "12 November, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

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Sincerely,

Nicole Romeo - Airport Customer Service Agent/COS

", "Romeo, Nicole", "Nicole.Romeo@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Ron Cirrone

", "Ron Cirrone", "Beach74@optonline.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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ronald e. huffman

","ronald e. huffman","terryandhuff@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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RONALD H ERWIN

","RONALD H ERWIN","ranr_7@netzero.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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It is ESSENTIAL that this change to the NMB Election Rules be made. To not have decisions decided by majority of VOTERS, and yet count NON-VOTERS as voting No is an insupportable concept and rule. What's worse is that only the airline and railroad workers operate under this rule?!

Ronald N. Kaplan

","Ronald N. Kaplan","rkaplan1@socal.rr.com"
"NMB Docket #C-6964","Dear NMB, I am fully in support of NMB Docket #C-6964. I believe this is the only fair way to conduct an election for union representation. Thank you for your time. Ronda L. Cocherell NWA

","Ronda Cocherell","flynfoolz@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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rosalind diane betts

","rosalind diane betts","dkdg21@aol.com"
"docket #C-6964","
Please change the voting rules to reflect the way voting is done in this country. A ""yes"" or ""no"" vote should be counted. When a vote is not cast it should not be counted as a ""no"" vote.

Most of the current politicians in this country would not have been elected under the current rule.

Thank you

Rosemary Johnson
Delta Airlines flight attendant

","Rose Johnson","rosebudelf@yahoo.com"
"Proposed NMB Representation Rulmaking", "
From: rosemarypeek@hotmail.com

To: legal@nmb.gov
Subject: Proposed NMB Representation Rulmaking

To: NMB Panel
From: Rosemary Peek, Delta Flight Attendant
RE: Docket Number C6964

I am writing to ask that you change the outdated voting process currently in place. Women and African Americans were given the right to vote after it was recognized that the time for a change had come. The time for a change to this antiquated voting process has come.

I cannot imagine the outcry from the public should non participants control the outcome of an election. There are occasions when a person(s) may not be familiar with an amendment, proposal or person(s) running for office. A choice to remain neutral or undecided does not influence the outcome. In most of the US elections, State, City, National etc, a majority does not participate. Would you want our government elected persons, amendments, proposals, etc to be a reflection of those who were uncertain or uninterested?

A friend of mine who recently retired from Delta chose not to participate in the last representaion election. This flight attendant felt the vote should reflect those who would remain working and since she would not be affected by the representaion election she felt she should not influence the outcome. She was very disappointed to learn that her status as a non participant contributed to the ""no"" vote.

Thank you for your consideration in allowing all persons..pro, con and neutral to be heard.

Sincerely, Rosemary Peek

Find the right PC with Windows 7 and Windows Live. Learn more.
<http://www.microsoft.com/Windows/pc-scout/laptop-set-criteria.aspx?cbid=wl&filt=200,2400,10,19,1,3,1,7,50,650,2,12,0,1000&cat=1,2,3,4,5,6&brands=5,6,7,8,9,10,11,12,13,14,15,16&addf=4,5,9&ocid=PID24727::T:WLMTAGL:ON:WL:en-US:WVL_WIN_evergreen2:112009>

Get gifts for them and cashback for you. Try Bing now.
<http://www.bing.com/shopping/search?q=xbox+games&scope=cashback&form=MSHYCB&publ=WLHMTAG&crea=TEXT_MSHYCB_Shopping_Giftsforthem_cashback_1x1>

Windows LiveT Hotmail is faster and more secure than ever. Learn more.
<http://www.microsoft.com/windows/windowslive/hotmail_bll/hotmail_bll.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_1:092009>
", "Rosemary Peek", "rosemarypeek@hotmail.com"
"RE: Proposed NMB Representation Rulemaking-Docket Number C-6964", "December 17, 2009

Elizabeth Dougherty, Chairman,
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, ""The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns... Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting."" It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Roshonda R. Richardson
Memphis Flight Attendant
Northwest/Delta Air Lines

","Roshonda Richardson","roshondarichardson@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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rossi raissouli

","rossi raissouli","aithicham@q.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

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outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
LILLIAN ROWE
2430 COUNTY LINE RD. S.W.
ATLANTA, GA 30331

","rowelil1@aol.com","rowelil1@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Dangerous tetracyclines. <<http://dangerous-tetracyclines.bravehost.com>>
More... <http://dangerous-tetracyclines.bravehost.com>

roxdietiftten

","roxdietiftten","bicimmigebymn@mail.ru"
"New Voting Rules","Thank you, finally fair voting rules for the airline and railroad industries! I am very much "IN FAVOR" of the recent voting rule changes. I have been an employee of Northwest Airlines, which is now the New Delta, for 14 years working on the ramp. The extreme heat, cold, rain, sleet and snow does not stop us from coming to work and doing a great job of keeping the flying public safe.....all we want is fairness in having a say in how we are treated while completing

this job! Win or lose, the majority of the people who actually vote rule!BRAVO & THANK YOU!

Roberta Boileau
Northwest/Delta Airlines
Ground Ops - DTW
", "Rrboileau@aol.com", "Rrboileau@aol.com"

"Proposed Rule Change", "I am writing to give my support in favor of the proposed Election Rule change being considered by the NMB. The current election rules are clearly outdated and slanted toward the company. For years, the Company has used and encouraged voter apathy to stave off Union representation elections. Many employees were told by managers to simply not vote. And employees did not vote, many not realizing that their ""non-vote"" was actually a NO vote against the Union. Whether or not someone is for or against a Union, counting non-votes is WRONG! Some employees choose not to participate for religious reasons. Counting their vote as anything other than abstained is a violation of their religious freedoms. Many of the politicians writing in to the NMB against the rule change need to realize that the very election(s) that got them to the position that they hold today could be invalidated if the same RLA election rules applied to them. Americans pride ourselves in the freedoms and rights that we enjoy. To participate or not participate in an election is my right. But to assign my non-vote to one side or the other violates my freedom as an American. If you want your vote to count, simply vote. That's it. Non-voter voices will not be heard! That is the American way.

Thank you for your time and consideration to this important matter.

Sincerely,

Brian M

Sioux City Reservations

Delta Airlines GSS

", "RSC Reservation Center", "rscl833@qwestoffice.net"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

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Sincerely,
richard thomas
337 garnett dr
martinez, GA 30907

","rthomas@usw.org","rthomas@usw.org"
"Docket # C-6964 response","Re: NMB Docket # C-6964 - Proposed election rule change

The Honorable Elizabeth Dougherty

Chairperson

National Mediation Board

1301 K. Street, NW. Suite 250E,

Washington, DC 20005

The Honorable Harry Hoglander

Member

National Mediation Board
1301 K. Street, NW. Suite 250E,
Washington, DC 20005

The Honorable Linda Puchala
Member

National Mediation Board
1301 K. Street, NW. Suite 250E,
Washington, DC 20005

To: Chairperson Dougherty, Member Hoglander and Member Puchala,

Please accept my following explanation and submission in favor of the proposed rule-change.

Sincerely,

Russell Dittmer
Transport Workers Union

Local 563 Executive Board Member

russ@dittmer.com

A Flawed Election Process

Workers in the railway and airline industries who are involved in union representation elections are hampered by an election standard that strongly favors inactivity and provides an unfair advantage to those opposed to a union being certified as the bargaining agent. Essentially, a representation election is an election, regulated and monitored by the applicable government agency, where the workers have already succeeded in demonstrating a legitimate interest in engaging in a representational election and are then provided the opportunity to decide, generally by a secret ballot election, whether or not they desire to be represented by a labor union or representative for purposes of collective bargaining. Recently, a proposal has been formally presented that would fundamentally change this process and bring it in line with other labor elections as well as all political elections in this country.

Federal Labor Laws - RLA & NLRA

Labor relations disputes between workers and the companies they work for in the railway and airline industries, called Carriers by the Railway Labor Act (RLA), that are engaged in interstate commerce are regulated and specific worker rights are protected by the RLA under 45 U.S.C. 151-188. The original RLA was ratified and enacted into law in 1926 (4 Stat. 577), originally covering only railway workers and then by amendment 74 P.L. 487

<<http://www.lexis.com/research/xlink?app=00075&view=full&searchtype=get&search=74+P.L.+487>> , in 1936 airlines were added. Its principal function is to create a means of resolving company-labor disputes without either side resorting to self help, including either lock-outs or strikes 45 U.S.C. 151 (a). This is accomplished by the National Mediation Board (NMB) actively engaging both parties in collective bargaining, mediation or arbitration, as well as with representation disputes.

There two are principal federal labor laws, and each created specific bureaucratic bodies to administrate the statutes as mandated by their respective statutes. Under the National Labor Relations Act (NLRA) the administrative body is the National Labor Relations Board (NLRB) 45 U.S.C. 153. These federal laws provide specific legal structures and are intended to protect the rights of workers who choose to organize or be represented by a union. Nearly all other private sector workers in the United States are covered, with the notable exceptions in 29 U.S.C. 152 (3) of those workers already covered by the RLA, all public sector employees, agricultural workers, domestic workers and several other groups. The manner in which these laws protect and regulate the workers, organizing unions, and activities of employers involved varies greatly.

To ensure basic representation election propriety, the same standard that applies to all political elections at the national, state and local levels, as well with the NLRB elections, should also be applied in the rail and air carrier industries for choosing whether or not to be represented. Other than NMB, no other federal labor election process could be found that assigns an intent or default ballot selection to those eligible voters who do not actively participate and vote.

The Current Election Process

Currently, in representation elections for workers covered by the RLA, 45 U.S.C 152 Ninth, eligible workers who do not submit a ballot either for or against the applicable union(s) are all considered and tabulated as having actually voted against having union representation entirely 29 C.F.R. 1206.4 (b) (1). In addition, when a representation election occurs, the options on the ballot are listed as one or more eligible labor unions and normally there is no selection available for rejecting union representation altogether. In the interest of election fairness and propriety the proposed election procedure change would also necessitate a ballot remedy. This was clearly explained by Carmen

Parcelli representing the American Federation of Labor and Congress of Industrial Organizations, Transportations Trades Department (AFL-CIO, TTD). He explained that the modified ballot would now include an additional option for the voter to select on the secret ballot; that of rejecting union representation¹. Currently, not submitting a ballot during an election is considered by the NMB as the sole standard for a vote rejecting any representation. This proposed change would ensure the verified intent of the actual participating voters are recognized and not assumed. The proposed changes, the full text of which is listed below, would enable the NMB to more accurately identify, quantifiably, the actual choices of those who actively participate in the democratic process of selecting union representation, or rejecting union representation, without having assumptions incorporated into the formula.

Alternative Reasons for Not Voting

The NMB currently assumes that any and all eligible individuals who do not submit a ballot are in essence actively stating their opposition to labor representation 29 C.F.R. 1206.4 (b) (1). This logic is inherently flawed and myopic. The individual, by virtue of not voting may in fact be against being represented. The eligible worker, however, may also have one of a myriad of other reasons for not participating. The reasons for not submitting an election ballot could also include, but certainly are not limited to; not receiving a ballot, forgetting to submit the ballot in the required time-frame, not having an opinion or objection one way or the other on the issue, assuming others would vote, fear of retaliation from his/her employer, etc.

The U.S. Census Department compiles statistics listing various reasons, for national political elections, that people eligible to vote do not actually vote². The information is broken down by race, sex and age. The reasons cited include some of those listed above, as well as issues such as; illness or disability, conflicting schedules, registration errors (wrong address on file, etc.), not interested, or felt their vote would not make a difference.

NMB Proposed Changes

Via the Notice of Public Rule Making policy, the NMB has proposed specific rule changes that would accomplish this goal. These changes were posted in the Federal Register³. The specific changes to the applicable parts are:

Current: 29 C.F.R. 1206.4 (b) (1) "The Board dismissed a docketed application after having conducted an election among the same craft or class of employees on the same carrier and less than a majority of eligible voters participated in the election; or"

Proposed: 29 C.F.R. 1206.4 (b) (1) "The Board dismissed a docketed application after having conducted an election among the same

craft or class of employees on the same carrier and less than a majority of valid ballots cast were for representation; or"

Current: 29 C.F.R. 1202.4 Secret ballot.

"In conducting such investigation, the Board is authorized to take a secret ballot of the employees involved, or to utilize any other appropriate method of ascertaining the names of their duly designated and authorized representatives in such manner as shall insure the choice of representatives by the employees without interference, influence, or coercion exercised by the carrier."

Proposed: 29 C.F.R. 1202.4 Secret ballot.

"In conducting such investigation, the Board is authorized to take a secret ballot of the employees involved, or to utilize any other appropriate method of ascertaining the names of their duly designated and authorized representatives in such manner as shall insure the choice of representatives by the employees without interference, influence, or coercion exercised by the carrier. Except in unusual or extraordinary circumstances, in a secret ballot the Board shall determine the choice of representative based on the majority of valid ballots cast."

Justification for Changing the Election Standard in the RLA

'Elect' Defined

The Merriam-Webster online dictionary defines the word "elect" as 1: to select by vote for an office, position, or membership; 2: to make a selection of; 3: to choose (as a course of action) especially by preference⁴. These three definitions all have one common theme; an action must occur in order to perform the activity of electing: to select, to make or to choose. It would logically follow that anyone not actively participating is, in essence, not selecting; not making a choice or not choosing, thereby clearly not satisfying even the most basic definition. Therefore, a voter's lack of input need not be considered intrinsically valid or construed to mean anything in one direction or the other, and can simply be ignored.

Historic Perspective of Elections

For an historic perspective, not one mid-term national political election in this country has had above 50% turn-out since 1930⁵, and not one of those political elections was declared invalid; a non-vote for any of the candidates; or a rejection of the incumbents, due to low voter turn-out. There is simply no logical argument that the same election standard for

our political elections should not also be applied to any other election process, whether focused on representation or any other topic.

Former Minnesota Republican Congressman Dr. Walter H. Judd is quoted as saying "People often say that, in a democracy, decisions are made by a majority of the people. Of course, that is not true. Decisions are made by a majority of those who make themselves heard and who vote -- a very different thing."⁴ Dr. Judd's commentary regarding the way decisions are made in the political arena is clear and he astutely asserts that the perception of the elective process and the reality of the process are very different. Dr. Judd made it very clear that in a democracy only those who make themselves heard and vote are the decision makers in the political arena. It is reasonable that the same standard that applies in the political arena should also apply in the workplace; those who make themselves heard should be the decision-makers in labor representation elections.

Political Elections

For comparison, in the political process of the United States as well as all other Federal Labor elections, those who do not actively participate in the democratic process are subject to the decision and will of those who do participate and make their voices heard. It is logical that the same election standard that is currently applied to all political elections, the majority of those who participate are granted the ultimate decision-making authority, should be applied to any union representation election. To impose an additional and higher election standard for air and rail workers is contrary to the established precepts of democratic election fairness that have long been the corner-stone of this democratic nation as a whole.

It is understood that the majority of Supreme Court cases only consider elections in the political sphere, but their dicta and opinions are useful as a reference in labor elections even though they may not directly correlate. Quite recently, the Supreme Court clearly reaffirmed the sentiment that all votes are required, by the Equal Protection Clause of the 14th Amendment, to be afforded equal value or weight in *Bush v. Gore*, 531 U.S. 98. To apply value or weight to those who choose not to vote must logically be seen as holding those non-votes to a different value or weight than those who actually do vote. In essence, when a government agency places weight or value on votes not actually cast, as is the case currently with the NMB, that agency is in essence undermining the basic tenet of equal value or weight being given to those who actually cast their votes.

Need to Change RLA to Mirror NLRA Elections

The current NMB election majority policy was not even originally adopted to ensure a fair and democratic outcome, but instead was implemented "not on the basis of legal opinion and precedents, but on what seemed to the

Board best from an administration point of view." 1 NMB Ann. 19 (1942). To clarify, the Board wasn't originally concerned so much with election legality or propriety, but instead was focused on what would be easiest from an administrative point of view.

The election standard of the NMB needs to be changed to more closely mirror the election standard for workers covered by the related NLRB regarding what consideration, if any, needs to be placed on the ballots of those eligible voters who do not actively participate. 29 U.S.C. 159 (c) (3) This NLRB standard does not consider whether the majority of eligible voters have in fact participated in the election, but simply determines which party has garnered the majority of the votes actually cast.

There are additional federal labor laws, but generally, these specifically excluded work groups are only protected, to the extent such a statute exists, at the state level. Most state representation election procedures are similar to the NLRB election standard, including: Illinois, 5 I.L.C.S. 315/9 (e), and New York, 4 N.Y.C.R.R. VII 201.9 (i), or the state may not have a specific statute. Indiana, IC 20-29-5-3 (g), and New Mexico, 10-7E-14, maintain election participation minimums for their public sector workers, with the Indiana statute only covering teachers and not any other group of public employees.

The "Showing of Interest" Contradiction

The established requirement already employed by the NMB to commence the election process, 29 C.F.R. 1206.5, generally called a "Showing of Interest" could be used to formalize the submitted election authorization cards as the final statement demonstrating verified interest from the appropriate workers. For workers currently without union representation or a labor agreement, the minimum is 35% +1 valid signed cards from the eligible workers and for workers currently represented by a union and covered by a contract, the threshold of valid signed cards is 50% +1 cards. Simply put, this "Showing of Interest" process should satisfy the requirement that a significant percentage of eligible workers have already expressed verifiable interest. The subsequent election, via the current and unmodified NMB election procedures, simply should not be deemed invalid by claiming lack of interest or by low voter turn-out. This contradictory standard simply diminishes the original intent and value of the necessary initial "Showing of Interest." To simplify, in the beginning of the process, for an election to occur, interest must be demonstrated by the workers. To declare at the end of a representation election that there was not sufficient interest demonstrated by the ballots negates the intrinsic value of the entire "Showing of Interest" process.

No Formal "Card Check"

It is possible under the rules of the NMB, though quite rare, for a carrier to formally accept the bargaining agent or union without an election. Unfortunately, there is no formal "Card Check" system currently established with the NMB or with the NLRB. "Card Check" simply means that in the event a majority of the workers sign authorization forms stating their intent to join a union, not simply cards indicating interest in a representation election, they can be summarily declared the sole bargaining agent by their employer. This would mean that workers who do not wish to be represented by a union could, as they do now, simply refuse to sign an authorization card as their formal input into the process. The process of Card Check has been upheld as legitimate by the Supreme Court since at least 1940 in *Labor Board v. Bradford Dying Association* 310 U.S. 318, although the High Court has also been clear that the secret ballot election is the most reliable and preferred method as stated in *NLRB v. Gissell Packing Co., Inc.* 395 U.S. 575. The Card Check process has actually been utilized previously and recognized as a valid determining method by the NMB itself in *Railway & Steamship Clerks v. Virginian Ry. Co.*, 125 F.2d 853 (4th Cir. 1942).

Fundamental Interest Protecting Voting

There are Amendments to the U.S. Constitution that also evoke a fundamental liberty interest protecting those who have wished to vote in the past but were somehow barred. These amendments; number 15, Race no Bar to Vote, number 19; Women's suffrage, number 24; Poll Tax Barred and Amendment number 26; Voting Age set to 18 Years. These Amendments all focus on the fundamental and inalienable right of adult citizens to participate in the political elective process and vote.

From a labor perspective, both the NLRA and the RLA clearly state that a secret-ballot election is normally to be used, while adding that the respective Board also has the authority to use others means as that Board deems necessary. Dr. Kate Brofenbrenner of Cornell University submitted significant statistical evidence to the Board on December 7th, 2009 demonstrating that without the proposed changes to the current election process "voter suppression will continue to interfere with the laboratory conditions the NMB is supposed to provide workers under the RLA...1" She further explains, with empirical data, the nature of the voter suppression and that employer voter suppression tactics play a uniquely strong role in NMB elections, as opposed to any other elections. Dr. Brofenbrenner also stated that "voter suppression under the NMB voting standard carry even greater weight because every vote not cast can have a much greater impact where the bar it takes to win is set so much higher."1

Right to Vote or Abstain

This fundamental interest is afforded, via Amendments to the Constitution, even for those who choose to not vote. There is no statutory requirement to vote at the national or state level in the

United States. Their right to vote is certainly protected, if they so choose, as is their right to not vote also protected. Nowhere in the U.S. Constitution, or subsequent judicial interpretations, has there been found an application of assigned elective intent for those who choose to not vote. Those who do not vote in all political elections, as well as all NLRB elections, are simply recognized as having not exercised their right to vote, and are ignored for the purposes of elections at both the national and the state levels.⁵

In this country, having a right to vote does not impose the duty to actually vote. Anthony Ciccone expressed and explored this facet of political democracy, saying "...this is not to imply that there is a duty to vote. Rather, there is a right to vote that may not be taken away by either the states or the federal government⁷." Our Constitution enumerates several other fundamental liberty interests which we are free to either exercise or not, at our own discretion. These include the fact that the People have the right to free speech protected by the 1st Amendment, but are not in fact forced to speak. The People have the right to assemble, but that same 1st Amendment does not make assembly compulsory. The People also have the right to practice any religion, once again by that same 1st Amendment; however that right does not impose the requirement or duty that each citizen must practice a religion. The citizenry also has the right to bear arms by the 2nd Amendment, but they are not mandated to own or carry them by that right.

The U S Supreme Court reaffirmed the voting right in political contests as fundamental in 2000 by saying "the right to vote as the legislature has prescribed is fundamental." 531 U.S. 98. The High Court in this case was actually examining the right to vote for the Electoral College candidates, which it stated is in fact not a secured federal right, but the Court clearly expressed the sentiment that all votes are required, by the Equal Protection Clause of the 14th Amendment, to be afforded equal value or weight.. This fundamental right to vote for the workers is clearly stated in the RLA with the verbiage "the Mediation Board shall be authorized to take a secret ballot of the employees involved, or to utilize any other appropriate method..." 45 U.S.C. 152 Ninth.

Carmen Parcelli further clarified the appropriateness of the proposed changes, from a labor perspective, via Supreme Court precedent in *Virginian Railway Company v. System Federation No. 40*, 300 U.S. 515, 560 (1937) by citing the High Courts' holding that "It is to be noted that the words of [Section 2, Fourth] confer the right of determination upon a majority of those eligible to vote, but is silent as to the manner in which that right shall be exercised.¹" Mr. Parcelli continued citing in the same case that the Court further analogized the NMB election process by saying that "...Those who do not participate 'are presumed to assent to the expressed will of the majority of those voting.'¹

Precedent as Reason

At the NMB Hearing on December 7th 2009, Carriers expressed some of their objections to overturning a 70 plus year precedent via representative

corporate trade associations, legislative representatives and lobbyist organizations. These organizations include the Air Transport Association (ATA) and the National Railway Labor Conference (NRLC) as well as others. These industry representatives claim that for a Federal agency to change a long standing or established practice is a significant and potentially controversial step. This could be perceived as a compelling argument on the surface, though in reality it is fraught with historic inconsistency in our nation's history, both politically as well as with Labor. Our nation's history demonstrates, even at the Constitutional level, numerous instances in the past where long standing past precedents were overturned. Political examples of this include rejecting the legality of slavery, the enactment by the 18th Amendment and subsequent repeal by the 21st Amendment of prohibition, as well as women's suffrage legislation via the 19th Amendment. These examples, of which there are numerous others as well, demonstrate changes in direction and reversal of long standing policies by the federal government.

From a labor perspective, in 2001 the NLRB reversed the 50 + year practice of allowing an employer to withdraw recognition of a union based upon a "reasonable" or "good-faith" doubt that a majority of employees continue to support the union since 1951, *Celanese Corp.*, 95 NLRB 664, and in *Levitz Furniture Co.* the NLRB currently requires factual proof that the union has lost majority support 333 N.L.R.B. 717. The NLRB also ruled in *Oakwood Healthcare, Inc.*, that those workers who use independent judgment while assigning tasks to co-workers are statutory "supervisors." This 2006 decision reversed the long standing 1947 precedent, *Packard Motor Car Co. v. NLRB* 330 U.S. 485, which had previously recognized employees having the authority to assign particular tasks are not in fact supervisors, absent additional managerial powers, such as the power to hire, fire, or discipline 348 NLRB 37. From an historical context, these examples clearly demonstrate that using the argument of past precedent is not by itself compelling evidence.

Objections

The ATA, and other industry representatives, have also claimed that the process to substantively change the election procedures upon which the NMB has embarked upon was tainted from the start. Those opposed to this change have implied that the majority of the Board is forcing through a policy change, and questioned the process and even the authority of the Board to effect such change. Many of the objections appear to be procedural in nature, citing such issues as time-constraints claims. A further objection was that sitting Board member of the NMB presented justification for the change in the Federal Register, even though the sitting Chairperson of the Board wrote a dissent into that same Federal Register. To answer the question of authority, Mr. Carmen Parcelli cited the relevant decision of the Supreme Court, 380 U.S. 650 (1965), where the Court held "Congress has simply told the Board to investigate and has left to it the task of selecting the methods and procedures which it should employ in each case."¹

Disrupt Current and Future Drives

Another claim of potential harm brought forth by industry on December 7th 2009 during the presentations was that this change would potentially cause chaos or serious disruption to current and future representation elections. With this logic, the NMB could never realistically enact, modify or change any existing rules, as there has never been any significant period of time without active representation disputes on the docket of the NMB. Regardless, the RLA clearly, as Mr. Carmen Parcelli previously cited, the Supreme Court entrusts all procedural decisions to the Board as it sees fit.¹

The Final Outcome

Since November 3rd, the public and interested parties have been invited by the NMB to present their opinion, perspective and input regarding the proposed election rule changes. A hearing was also conducted in December for parties interested in presenting oral statements in front of the Board. As of December 8th there have been over five thousand written submissions regarding this change. The respondents range from affected employees, labor organizations, education professionals, business officers & management personnel, business group representatives, as well as elected state and federal officials. The responses have been fairly clear cut and with few exceptions; organized labor fully supports the proposed change, while business and their representative agencies consistently oppose the change.

To summarize the many submissions; those who have submitted positions that are opposed to the change invoke claims of harm to employee-employer stability, procedural objections, violation of historical precedent as well as claiming the Board would lose credibility with regards to being a neutral party. Those who are in favor of the proposed change refer to such issues as; instituting the corner-stone value of the democratic process that is not currently present in the election process, the desired elimination of the current harm to workers denied the right to organize by an unfair election standard, and a basic plea to provide a fair and level field for determining the outcome.

The position of all elected public officials to date, at both the state and federal levels, support the proposed change. The vast majority of the submitted opinions from all groups support the proposed change, but not all.⁸

Conclusion

Active involvement in the democratic process is one of the corner-stones of this Nation. It is historically based in the concept that those who participate in the democratic process have the ultimate power to decide. To allow a government agency of non-elected bureaucrats, regardless of

how long the practice previously existed or how intention the motive, to continue to interpret inactivity or non-participation as a valid and quantifiable choice in an election absolutely contradicts the founding principles of this Nation. This was reaffirmed in the report of the Senate Committee on Interstate Commerce, which stated that this section provides ``that the choice of representative of any craft shall be determined by a majority of the employees voting on the question.'' (quoting Sen. Rep. 1065, 73d Cong. 2d Sess., p. 2)3.

The final result of this proposed election procedural change, if instituted by the NMB, would be an election process that more accurately mirrors the actual decision of the active electorate which is at the heart of the democratic process. This change would ensure that those who actively participate in the election process decide the outcome of the election. Finally and most importantly, this change would also ensure that no assumptions of intent are construed by the NMB, from those who do not actively participate, as to the implied wishes of those eligible but inactive voters.

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- 5: ""Participation in Elections for President and U.S. Representatives, 1930%u20132008."" Infoplease., © 2000-2007 Pearson Education, publishing as Infoplease., 19 Dec. 2009, <http://www.infoplease.com/ipa/A0763629.html>
- 6: Jesuit University of the Rockies, 10/16/06, Students obligated to vote, Opinion, Retrieved from <http://media.www.regishighlander.com/media/storage/paper943/news/2006/10/10/Opinion/Students.Obligated.To.Vote-2657997.shtml#4>
<<http://media.www.regishighlander.com/media/storage/paper943/news/2006/10/10/Opinion/Students.Obligated.To.Vote-2657997.shtml#4>>

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Russell P Kuefler

","Russell Kuefler","rkuef@archerserve.com"
"Proposed NMB Rule Change for Union Representation Elections","28
December 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

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Sincerely,

Gerry Russell

Delta Airlines AMT

", "Russell, Gerry D", "Gerry.D.Russell@delta.com"
"rule change", "To nmb...plz do all you can to change the voting rule...its
about time for labor to have a voice and try to rekindle all we have
given up over the years...while the executives have continued to flourish.
Only in the railroad and airline industry are the current voting rules in
place and I believe a person not voting should not be counted as a no
vote...plz try to change the process to make it fair for the working
Americans in the railroad and airline industry. Thank you...a concerned
delta airlines employee

", "Russmiez", "Russmiez@wi.rr.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The current rules have been manipulated for years to deny workers' rights
and have created an unfair obstacle for air and rail workers seeking
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Representation elections for airline and railroad workers should be
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in America today.

It is time to give aviation and railroad workers the same voting rights
and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

Ruth O\ 'Kane-Perez

", "Ruth O\ 'Kane-Perez", "rperez423@sbcglobal.net"
"Proposed NMB rule change", "Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

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Sincerely,

Ruth C. Collins

Delta Airlines Flight Attendant

,"Ruthie Collins","ruthiel211@mindspring.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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","rwoqew","jpdpegboardfrench@gmail.com"
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Sincerely,

Ryan Duckworth

", "Ryan Duckworth", "ryan.e.d@gmail.com"
"Docket No. C-6964", "Ms. Mary Johnson:

My name is Reinhard Frenzel, I am a Delta flight attendant.

I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Reinhard Frenzel

Delta Employee ID 723148

", "Ryan Frenzel", "ryan@synapticorp.com"
"Union voting rule changes", "Hello,

The Delta Board Council has requested that we share our feelings about rule changes to the current voting system with you.

I am in favor of changing the rules so that only those who vote have their vote tallied on either side. This is the way Presidential elections have been run. It is not fair to consider the intent of someone who does not vote which way they would vote. It would be fair to consider the votes of those who take the time to make their intentions known.

Thanks,

Ryan Nelson
", "Ryan Nelson", "Ryan.A.Nelson@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Ryan Waller

", "Ryan Waller", "reddragon_321@yahoo.com"
"Docket No. C-6964", "December 14, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
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The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, the changes must include an equal opportunity for employees to petition to become non-union if that is their choice. It's not fair or democratic to make it easier to vote a union in, and then not allow employees an equal way to change their minds. That's a bit two-faced and un-American.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in large groups.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after their merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against by this delay and left waiting in limbo. They deserve to have representation issues resolved and behind them.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want those employees to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way -- the American way.

Sincerely,
Rysa M Sabas
Grand Prairie, TX 75052

", "Rysa Sabas", "rysasabas@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

S. Livingston

", "S. Livingston", "tntlivingston@aol.com"
"proposed rule changes", "Sirs:

As a frontline employee of Delta Air Lines, I wish to convey to you my objection to the NMB's proposal to change the voting rules for representation elections.

Please keep the voting as has been the historical method.

Robert saari

", "Saari, Robert", "Robert.Saari@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Sabrina Gow

","Sabrina Gow","sabinamarina@hotmail.com"
"NMB ruling","To Whom It May ConCern:

I'm a Northwest Airlines / Delta Flight Attendant with 26 years seniority and am writing in support of a proposal released by the National Mediation Board which would allow representation elections governed by the NMB to be conducted the same way that every other democratic election in this country by allowing for the majority of those voting to determine the outcome. Conducting elections in this manner is nothing but fair. Workers in the aviation industry deserve this right.

Thank you for your consideration,

Sabrina Newton
206 N Oak Street
Traverse City, MI 49684

","Sabrina Newton","sdnewton@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Sachiko Patterson

","Sachiko Patterson","sandnp@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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PLEASE///// MAKE THE RIGHT CHOICE....

SAL CALOMINO

","SAL CALOMINO","salcalomino728@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Sal Sinnona

","Sal Sinnona","bklyndodgers13@yahoo.com"
"Voting Rights for the 21st Century",

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Sal Garcia
8715 Starcrest Dr. #15
san Antonio, TX 78217

","salmangar@aol.com","salmangar@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Sam Ellis

","Sam Ellis","samellis@iamdll43.org"
"Rule Change","I would like to comment on the proposed change in rules governing union representation elections. These changes are long over due. I know from reading these posts that a lot of people have shown their concerns both for and against. I think that given the facts some of these people may change their minds. Is it not true that under Read Van DeWaters (2 weeks after she became chairwoman) Provision 19.701 was made that would have made it nearly impossible to organize any group in the transportation trades. Was it not also true that this was proposed in July of 2008 by Ms Van De Waters who happened to work for Richard Andeson at Northwest Airlines from 1991 to 1997 and also lobbied for Northwest for several years after that. Is it also true that this attempt was stopped after several prominent congressmen started looking into this situation. As I see it Delta should not cry foul after the attempt to change the rules first in their favor failed (with Hoglanders help) in the summer of 2008. Also it seems that Delta and their anti union supporters (and high paid law firm) are fighting this change on the suggestion that only a small group of people could force everyone to go union. It seems to me that if you vote you have a say. If all of our government elections were looked at the same way Delta is looking at the Union vote we could not seat a government. In 1996 Bill Clinton won the presidential election. He won it with only 49% of all people casting a vote. This was a minority so under Delta's view he should not have been president. All we want is for once is to have a level playing field. Let us vote and let the one with the most votes win. Corporate America, Big Business are running over the average people of America and the only way to protect ourselves is through a union. Give us this chance without having an uphill fight.

William (Sam) Little
Recording Secretary
Local 2665 Atlanta
International Association of Machinists
","Sam Little","slittle1@bellsouth.net"
"Docket Number C-6964","To the NMB Board,

I am a Northwest Airlines flight attendant. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. I can not believe that this antiquated system has been permitted to exist in our society for so long. Those of us under the outdated Railway Labor Act are the only group in the country whose decision not to participate in a vote is considered a "no" vote. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint. There are many other facets to the Railway Labor Act that are unique to our industry and restrict many rights of airline employees that are freely enjoyed by employees in other industries. This action is a step in the right direction for making the airline industry as fair as others involving contract workers.

Thank You,

Samantha Maglio
Northwest F/A

","samantha maglio","samsgemail@gmail.com"
"I support your decision for change.", "To the NMB Board,

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Thank You,

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Northwest F/A

","samantha maglio","samsgemail@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Sandra Hall

","Sandra Hall","sandy.hall3@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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Sandra Rizzo

","Sandra Rizzo","sandina@myexcel.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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I am tired of the unfair voting procedures to elect union representation for airline and rail workers. I am for the proposed change to NMB Election Rules!

Sandra Swearingen, Continental airlines

","Sandra Swearingen, Continental airlines","coairskssand57@aol.com"
"Docket # C 6964","To whom it may concern,

I am writing in reference to docket number C 6964. I am in favor of and support a rule change that will ensure airline workers, as well as others, have a chance at a fair and democratic union election. I support the will of the people who actively participate in the voting process.

Best Regards,

Sandy K. Ford

It's OK to print this e-mail. Paper is a biodegradable, renewable, sustainable product made from trees. Growing and harvesting trees provides jobs for millions of men and women, and working forests are good for the environment, providing clean air, clean water, wildlife habitat and carbon storage.

","Sandy Ford","sandyk.ford@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I have worked for almost 14 years in the airline industry and my rights have always been protected and to have that at the verge of being taken away would be immoral. In this day and age we as americans should not

have to worry when executives at corporations feel it is in their best interest to merge or consolidate and for what reason? This is why you need to protect our rights as a workers and change the election rules.

Santa Williamson

","Santa Williamson","wsanta1976@aol.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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sara dawson

","sara dawson","saradashton@aol.com"

"Proposed NMB Voting Rule Change Docket no. C-6964","To: NMB Board

Re: Proposed NMB Representation Rulemaking-Docket Number C-6964

We are writing to express our full support for this proposed change. Thank you for taking action to ensure that all railroad and airline employees will be able to participate in a FAIR and democratic election process to determine collective bargaining representation.

We believe the current rules are unfair, out of date, and give corporations an unfair advantage. Access to corporate funds for high priced anti-union media campaigns, use of company communications, as well as subtle suggestion and perceived intimidation persuade many employees to tear up NMB ballots or not vote under current rules. The proposed change to the voting process would ensure a fair and true election.

Please amend the current NMB rules to provide a majority of valid ballots cast to determine representation.

Sincerely,

Sara Crippen, Pre-Merger Northwest Airlines Flight Attendant
Craig L. Crippen, Retired Northwest Airlines IAM Ground Service Employee Lead

cc: Senator Patty Murray
Senator Maria Cantwell
Representative Dave Reichert

","saracrippen@aol.com","saracrippen@aol.com"
"Docket # C-6964","Dear NMB,

I am a Delta Airlines Flight Attendant writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank you,

Sarah Abbett
P.O. Box 5728
Eagle, CO 81631
(970) 471-5420

","Sarah Abbett","sarah.abbett@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Sarah Brainard

","Sarah Brainard","brainards75@msn.com"
"Docket No. C-6964","I am writing to you in favor of changing the voting rules for transportation workers. In no other election that I know of, is a non-vote considered a NO-vote. If people are that uninterested and apathetic that they can't even be bothered to vote, then that should count as an abstention, not a ""No"".

Sincerely, Sarah Ewing emp # 922402 Delta Air Lines

705 Hilltop Rd
SLC , UT 84103
801-539-0936
","Sarah Ewing","seewingsarah@gmail.com"

"In Support Of Yes No Vote", "I am emailing to express my support to change election rules to a yes no vote. This change is long overdue. Changing the rules is the democratic thing to do and now is the time to make this change.

Sean Souza

", "SAS96816@aol.com", "SAS96816@aol.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Sashi Muralidharan

", "Sashi Muralidharan", "sashi.motz@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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zuqtin <https://launchpad.net/~addisonbrquotation> viagra pills for sale
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foiwqp <https://launchpad.net/~addisonbrquotation> - viagra pills for sale
cmkeky [url - <https://launchpad.net/~addisonbrquotation> viagra pills for sale
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<https://launchpad.net/~halephloxnu> low cost viagra

sbnist

","sbnist","addisonbrquotation@gmail.com"
"Voting Rights for the 21st Century","

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,

stewart balbach
949 w.winona st.
chicago, IL 60640

","scb1125@hotmail.com","scb1125@hotmail.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Darrel Schepp

","scheppdarrel@yahoo.com","scheppdarrel@yahoo.com"
"Why?","19 Nov 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Schlater, Steve","Steve.Schlater@delta.com"

"Union rule changes","I am going to keep it short and sweet... I am against the proposed rule change. Please consider closely what changing this rule will do to destroy our right to stay non-union if we want to.

Thank You,

Joseph Schwab

","Schwab, Joseph","Joseph.Schwab@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Scott A Welninski

","Scott A Welninski","swelninski@wowway.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Those who take the time to vote, like any other election process, their vote counts toward the outcome. Either way, ONLY those who vote.

Scott Cunningham

","Scott Cunningham","scottjcuninham@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Scott Gothard

","Scott Gothard","shugah707@sbcglobal.net"
"New voting rules for Delta!","November 25, 2009
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter. The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Scott Larson
Delta FA 34years

--

Scott Larson
swlars@gmail.com
404-663-7718

","scott larson","swlars@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I agree 100% the majority of employees voting should be the people deciding representation, NOT the persons not voting.

scott morningstar

","scott morningstar","s_morning66@yahoo.com"

"RLA Voting Proposal Change", "To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Scott Newman

Northwest/Delta F/A

snummi@q.com <mailto:snummi@q.com>

", "SCOTT NEWMAN", "snummi@q.com"

"Support for change in RLA voting", "Dear Sirs,

My name is Scott Peterson and I'm a General Chairman for the IAMAW, District 143, LL2319 (Tampa, FL) representing hundreds of airline members in the SE USA.

I speak emphatically 'for' a change in the way votes are tabulated in representation elections under the Railway Labor Act. I've negotiated labor contracts, attended hundreds of union meetings, attended dozens of meetings with CEO's and Directors, voted in public elections since I was of age and have never seen voting done as it is under the current RLA representation rules.

Not participating in the procedure being turned into a vote against a union is absolutely absurd and anti-American. It should count for what it's worth; nothing; a vote that simply doesn't count. Imagine a presidential election in which the party in charge could use such a system. If one didn't participate in the vote, it's a 'YES' vote for the ruling party. This method unfairly stacks the deck on management's side and that needs to change.

I've personally heard and seen management at companies twisting this concept to their own needs and desires by saying (paraphrasing), "There's

no need to even participate if you're thinking of voting NO to a union. Save your gas; your vote will count." Many don't even understand that by not voting it's a vote against as this isn't done anywhere else in this country. The concept is foreign to us as Americans.

This archaic method must be overturned and made to be the same as every other election held in this country; win or lose by a simple majority.

Sincerely,

J Scott Peterson

General Chairman IAMAW, District 143

18319 Citation Street

Lutz, FL. 33549

813 909 1499

","Scott Peterson","QRHounds@earthlink.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is time to start representing the average American, not the domineering corporations.

Scott Rothstein

","Scott Rothstein","scott@UCLAlumni.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Scott Skowronek

","Scott Skowronek","tropicalsconfig@yahoo.com"
"Amend the Railway Labor Act","Dear Board Members,

Please consider this necessary rule change. Workers have struggled too long, over the last few decades. It is unfair that absentee votes be counted as no votes. This practice does not fairly represent the democratic process. We have a right as working families to have our voices counted. Help us by allowing the rule change.

Stephen E. Dawson, Vice President
Automotive Mechanics Lodge, Local 510
International Association of Machinists and Aerospace Workers
www.iamlocal510.com

","sdawson@iamlocal510.com","sdawson@iamlocal510.com"
"Docket Number C-6964",

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Sherry Jackson-Reeder
1510 Winslow Lane
Madison, WI 53711

","sdeyoung@wisc.edu","sdeyoung@wisc.edu"
"Docket Number C-6964.", "I am a Delta Flight Attendant and my name is
Kara Hamilton. I am writing regarding the proposed change to the voting
for a union. I am in favor of a yes/no vote.
","seakarafly@aim.com","seakarafly@aim.com"
"(Docket No. C-6964) ", "
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011 <x-apple-data-detectors://2>

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and

airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Sean Carl DuPuis

FO Us Airways

Sent from my iPhone using <<http://myizel.com>> myizel.com

","Sean DuPuis","scdupuis@comcast.net"

"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964","14

November 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am a flight attendant for Delta Air Lines and I am writing to voice my complete support for the proposed rulemaking changing the current undemocratic method to the more fair and democratic yes/no type ballot. I applaud this NMB for finally moving to bring this antiquated process in line with all other elections in this country.

It is important to allow workers the right to organize and to not allow company's to utilize the current rule to suppress and distract employees and to pad the roster in their favor. In the previous election, Delta Air Lines told their employees to ""Give A Rip"" and to consider not voting this time since there would be an election later. Counting a non-vote as a no vote is presumptuous and upon reading recent company communications, it appears they know this, too. After reporting that ""60% overwhelmingly rejected representation"" in the previous election, apparently there is concern now that a minority will show up to vote in the most important election of our careers. Under the current rule, no voters participate the same way as those who don't open their mail on time, are on long time furlough and don't follow Delta related news, wish to abstain and are apathetic.

I applaud the Board for finally moving to restore fairness to the workers and not allowing a process that company's have learned to use in their favor to remain.

Sincerely-
Sean Oltersdorf
zenseo@me.com
Delta Air Lines flight attendant

","Sean Oltersdorf","zenseo@me.com"
"Proposed NMB Rule Change for Union Representation Elections","November 20, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took

place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

I urge you in the strongest terms to deny this request for a change to the long standing voting rules.

Susan Seligman

","Seligman, Susan","Susan.Seligman@delta.com"
"Docket No. C-6964","December 16, 2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, the likely hood of it standing

for re-election is almost non-existent. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union at our choice. This way of voting is not democratic nor is it fair for the union to have a very easy way in, but no way to be removed.

The unions say there is a process to become non-union, that I understand, and the facts show, the level of complexity it involves is nearly impossible, especially with a work group the size of our own.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule and change and the withdrawals by the IAM and AFA cannot be ignored and cause myself and others great concern. By withdrawing it gives the perception the IAM and AFA are hoping the change will solidify their positions at Delta and show a complete disregard for the fairness of this process nor does it take into account the frustrations my fellow coworkers and I are having to endure by this unnecessarily lengthy process. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago. If your true concern is just and fair representation to airline employees, do not delay our ability to vote any longer for your personal gain.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Sharita S Wright

","Serenity Wright","themoonkitty@ymail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Sergio P. Elizarraras

","Sergio P. Elizarraras","brc6601@att.net"
"C-6964","

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "

The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority.

" It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Aziz Sezginis

Purser/ Flight Attendant

", "sezginis@buckeye-express.com", "sezginis@buckeye-express.com"
"Arcane Labor Law", "To: NMB

I fully support the rights and actions of AFL-CIO to change the current law about voting in a union in a workplace. The change allows airline and railroad workers a fair vote. No different then voting is for our elected officials in this country. This law should have been changed a decade ago, this allows for a true democratic vote.

The way the law stands now is truly undemocratic! It needs to be changed. Let's bring the laws into the 20th century.

Thank you,

Susan Carter 4517 Oak Pond Road Eagan, MN

", "shafferpimps_mom@comcast.net", "shafferpimps_mom@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Shana Sanders

", "Shana Sanders", "snsanders@cebridge.net"
"Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)", "November 17, 2009
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

","Shannahan, Jeanette M","791384@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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Shannon K. Robello

","Shannon K. Robello","hawnshan@yahoo.com"
"Docket Noc. 6964","Dear Sirs, I have never written a letter or email regarding a federal docket, however, the decision to change the ruling of the voting for unions has inspired me to do so. Thanks so much for reversing this antiquated and unfair former way of voting. Any one who votes in the USA should have their vote counted. People who dont vote in elections should simply not have their votes counted as a NO vote, but rather not be included in the final vote tally. When I tell friends and co-workers that this is the way we have to struggle against corporations to get anything done for the workers of the company they are shocked. Thank you for your forwardness on this issue. This is a democracy and everyone's vote should be counted as they intended them to be counted, not just rubber-stamped if they didnt even vote. Sincerely, Mr. Shannon P. Shannon 100 3rd Avenue South #604 Minneapolis, MN 55401
","Shannon P Shannon","shannonpshannon@gmail.com"
"Docket no. c-6964","December 11,2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

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then not allow us an equal way to change our minds. That's a bit two-faced.

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Sincerely,

Shannon Serrano

","Shannon Serrano","shannonms2000@yahoo.com"
"Docket No. C-6964","Date: November 20, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

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As the TTD stated in their petition for this change, "The current voting procedures are

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Nowhere in American democracy - other than during a union election in the airline and railroad

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elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Shannon L. Thorsgard

Flight Attendant

","Shannon Thorsgard","sthorsgard@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Shari L. Jordan

","Shari L. Jordan","shari4357@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Sharla Burley

", "Sharla Burley", "sharla24@frontiernet.net"
"Docket # C6964", "I want the vote to be a YES or NO vote... Please let me know if you need anything else...
thanks,
S. Babel
LAX/FA
", "Sharlene Babel", "sharbabe@verizon.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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SHARLENE WILKEY

", "SHARLENE WILKEY", "sharwilkey@aol.com"
"National Mediation Board's changing the vote to democratic rulings", "Dear Members of the Board,

I want to personally thank you for your vision and courage to stop big business from stuffing the ballot boxes with silent ""NO"" votes from members who no longer should be on the active employee list and of course those that are deceased. It must be exhilarating to be able to vote posthumously! I view that as complete disregard for working employees who would like their voice heard and their vote counted!

I thank you for leveling the playing field from those executives who do have contracts, that would like to see those who do not, but yet continue to build the company every day, go without one.

Delta management is far too focused and much too vocal on our issue! It should be in the hands of the employees! I would like to see them stop interfering and influencing those who have never had representation, so that our new group can have an open honest discussion and vote on the future of our careers.

This brings to mind the voting scene in Iraq early in 2009. If we don't stop big business now...will our country be next for ballot fixing? Will we be pouring into the streets for change but never see change come? Our votes against their power?

I am for a fair democratic voting policy, anything less is a moral misjudgment forced upon others for power and money.

Sincerely,

Sharon L. Flielar
Cherokee, Iowa

","Sharon Flielar","sfliear@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please consider our rights for fair voting practices! It is not right to consider those who do not vote and make them an automatic no....most of those who do not vote don't care one way or the other - or they would show up and vote! It gives us such an unfair advantage.

Sharon Gordon

","Sharon Gordon","sherig@joimail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

United has a moral obligation to continue it's committment to current retirees. If they want to change anything, they must do so with future retirees letting them know in advance what is in store for them as a retiree. Yes, health insurance is costly but all current retirees pay toward that cost, it is not FREE! And, what harm is there in boarding current retirees first? You want to take away all sense of pride that any of us have had for a company that was truly a giant when we had the opportunity to be employeed there.

Sharon L. Minelli

","Sharon L. Minelli","slminelli@ameritech.net"
"RLA Voting Proposal Change","Subject: RLA Voting Proposal Change

To the NMB Board:

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under e Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Please support us in our fight for fair and democratic elections!

Sincerely,

Sharon Page
Northwest/Delta F/A

357 S. Curson Ave. 1E
Los Angeles, CA 90036
pages.ca@gmail.com
818-451-3205

", "Sharon Page", "pages.ca@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Sharon Schultz

", "Sharon Schultz", "COcatwoman@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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shawn buller

", "shawn buller", "autotraksb@gvtc.com"
"Docket Number C-6964", "National Mediation Board

1301 K Street NW, Suite 250 East

Washington, DC 20005-7011

Re: Proposed changes in the Railway Labor Act - Docket Number C-6964

To Whom It May Concern:

I am writing in regards to the proposed rule change in Docket Number C-6964 regarding the Railway Labor Act elections. I am in FAVOR of this proposed change in the rule because it will bring real democracy to Railway Labor Act Elections.

Please incorporate my position in FAVOR of this rule change into the record.

Thank you for your attention in this matter.

Sincerely yours,

Richard C. Shaw

Secretary-Treasurer

","Shawtrek@aol.com","Shawtrek@aol.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to

be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jeffrey Sheffield, President
UAW Local 443
118 Campion Drive
Evansville, WI 53536

","sheffield@charter.net","sheffield@charter.net"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire work group could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds!

The unions say there is a process to become non-union, but from what I understand, it so complicated it is almost impossible to accomplish this in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

Please, please reconsider the proposed rule change. There are both Northwest and Delta employees who do not want this change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years; and, they were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Sheila Evans, Northwest Airlines Employee

","Sheila Evans","sevans1006@gmail.com"
"vote","I am in favor of the NMB voting rules change on docket#C-6964 so
the majority of voters can make the decision.Please let the nmbchange the
voting rule so the ""for/against union"" vote can be won by the majority,
not voided by the minority.I am a Northwest/Delta flight attendant, my
name is Sheila Johnson and my clock number is 037488100. Thank you!Sheila
Johnson
","Sheila Johnson","sjkjohnson@msn.com"
"Docket Number C-6964","

members of the National Mediation Board

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elections are determined and in this day and age there is no
good reason why Railway Labor Act elections aren't determined
the same way.

Sincerely,
Sheila Ralston

","Sheila.Ralston@wisconsin.gov","Sheila.Ralston@wisconsin.gov"
"Docket No2 C-6964","Date: November 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005
Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,

Sheli Mills
Flight Attendant
", "Sheli Mills", "sheli.mills@gmail.com"

"Docket Number C-6964", "I support a democratic election. People do not vote for several reasons and it does not mean that it should count as a ""no"" vote.

Thank You for your time and consideration.

Shelly Seeley

NWA Flight Attendant

", "Shelly Seeley", "tnsseeley@yahoo.com"

"Docket No. C-6964", "Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

--

Sheri King
3586 Paddock Drive
Decatur, GA 30034
sheriking711@gmail.com

","Sheri King","sheriking711@gmail.com"

"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,
Sheri Elmer

","SHERI M ELMER","sherimelmer@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Would u accept the government to put a president in place of their chose if u didn't vote. Don't think so. Your proposing we vote no automatically if we don't vote. Wrong, it doesn't count !! Your wrong.

Sheri Scott

", "Sheri Scott", "Reflections956@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Sherrie Schroder

", "Sherrie Schroder", "saschroder@hammondshinners.com"
"C-6964", "I fully support the passage of this proposed rule change for
air and rail workers!

Thank you for your time and attention to this matter.

Sherry Woodbeck

10052 Cedar Shores Drive
White Lake MI 48386.2821

248 431.6546 - Cellular
248 698.3547 - Residence
248 698.8292 - Facsimile
w00dbeck@comcast.net <mailto:w00dbeck@comcast.net>

","Sherry Woodbeck","w00dbeck@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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This is only fair and should have been changed a long time ago. Thank you for your support and decision.

Sheryl Garafola

","Sheryl Garafola","cerealmom313@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Sheryl J Kee

","Sheryl J Kee","sjkee@hotmail.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Sheila Williams
"5909 Heavenwood Dr., SE"
Mableton, GA 30126

","shewill@bellsouth.net","shewill@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please consider this rule change very seriously. Elections should be determined by actual votes cast. Thank You

Shirleen M. Jahraus

","Shirleen M. Jahraus","shirleen@comcast.net"
"Proposed NMB Representation","

To: Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

From: Shirley Oliveira Delta Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Shirley Oliveira and I am a 21 year pre-merger Northwest Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union, where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,
Shirley Oliveira

367 sw 122 ave

Pemboke Pines, Fl 33025

=

ALWAYS THINK POSITIVE!!!

","shirley oliveira","chilongao@msn.com"
"Docket Number C-6964","Please change the rules for voting procedures under the National Railway Labor Act so that those not voting are no longer counted. The current system is very undemocratic. Imagine if it were applied to regular elections. No tax levy would ever pass!"
","Shirley Pasholk","spasholk@sbcglobal.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Shirley Thompson

","Shirley Thompson","shirley.thompson@alaskaair.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
stace perkins
8057 Rayna Court
Belleville, MI 48111

","shp2me2003@yahoo.com","shp2me2003@yahoo.com"

"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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stace perkins
8057 Rayna Court
Belleville, MI 48111

", "shp2me2003@yahoo.com", "shp2me2003@yahoo.com"
"Voting Rights for the 21st Century",

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Sincerely,
stace perkins
8057 Rayna Court
Belleville, MI 48111

","shp2me2003@yahoo.com", "shp2me2003@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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mkymlj <https://launchpad.net/~sqglamorouswalters> levitra cost txxjum
levitra cost <<https://launchpad.net/~sqglamorouswalters>> evadzg levitra
cost <<https://launchpad.net/~sqglamorouswalters>> xpdced purchase>purchase
levitra <<https://launchpad.net/~stanfordqkaustria>> gzplof
[url]<https://launchpad.net/~stanfordqkaustria>[/url] purchase levitra

shrmbb

","shrmbb","stanfordqkaustria@gmail.com"
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bgwctf <https://launchpad.net/~craseeicili1975> generic cialis overnight
lyqpan generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
oipojo generic cialis overnight <<https://launchpad.net/~craseeicili1975>>
qbhwrh buy>buy cialis online in usa
<<https://launchpad.net/~freireobiliko1352>> qtjppy
[url]<https://launchpad.net/~freireobiliko1352>[/url] buy cialis online in
usa

shwyvv

","shwyvv","freireobiliko1352@gmail.com"
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SIDY-YAYA TOURE

", "SIDY-YAYA TOURE", "stoure@mac.com"

"Re: Proposed NMB Rule Change For Union Representation Elections", "Dear NMB Members:

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The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

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Elizabeth Sikuka
Colorado Springs Airport
Delta Airlines Inc.

", "Sikuka, Elizabeth I", "Elizabeth.I.Sikuka@delta.com"

"National Mediation Board Docket No. C-6964", "Dear Chairman Dougherty and Members Hoglander and Puchala,

I am writing in support of the rulemaking proposal to amend the Board's Railway Labor Act rules to provide that, in representation disputes, a

majority of valid ballots cast will determine the craft or class representative.

The Railway Labor Act states that "the majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class". As the Board clearly points out in its proposal, the current interpretation of what constitutes a majority was made based on what seemed to the Board best from an administration point of view over 70 years ago. The Board's current interpretation of "majority" is defined as Absolute Majority; the Board's proposed interpretation of "majority" is defined as Simple Majority.

A Simple Majority is used to determine the representative in elections conducted by the National Labor Relations Board. This is also the case in virtually every other election in this country. The Board's current election procedure is in fact at odds with the basic principle of democracy, and no democratic theory can justify the current abnormal system.

During a hearing before the House Committee on Transportation and Infrastructure in 2008, Congressman Jerrold Nadler referred to "hoary, antiquity, and tradition" as the only reasons to justify the current election procedure. The current procedures also encourage employee non-participation and do not give every employee a chance to affirmatively express their preference for or against representation. Airline and railroad management are also rewarded for suppressing their own employees' participation in an NMB-sponsored election.

The unstable economic environment of the airline industry has in recent years forced a substantial number of employees into inactive status (i.e. furlough). It is the Board's practice to include inactive employees with an employee-employer relationship in the list of eligible voters. For example, if a representational dispute were to exist in the upcoming months due to the merger of Northwest Airlines and Delta Air Lines amongst the flight attendant class, the list of eligible voters would include close to 4,000 inactive employees; nearly 20% of all eligible voters. Statistics show that voter turnout in any election is extremely low amongst groups not present in the location of the dispute (i.e. voters living abroad). The outcome of elections with a large number of voters absent from the location of the dispute would clearly be skewed and could essentially be determined by a group with a tenuous employee-employer relationship and the will of the majority of active employees of the craft or class would be jeopardized.

The Board's current election procedures were applied over seventy years ago and were set forth due to concerns over communications with employees in distant locations. Means of communication and technology have certainly evolved extensively over this period of time. The Board's current election procedures should be amended and be aligned with procedures widely accepted in our country. I applaud the Board for taking the initial steps to amend the current undemocratic election procedures, and look forward to the implementation of these changes.

Respectfully,

Simone Cerasa
Delta Air Lines Flight Attendant

Bing brings you maps, menus, and reviews organized in one place. Try it now.

<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Resturants_1x1>
", "Simone Cerasa", "nycsimone@live.com"
"Voting rules Docket No. C-6964", "Mary Johnson, General Counsel

National Mediation Board

1301 K Street, NW, Suite 250?East

Washington, DC 20005

To: National Mediation Board

RE: Docket No. C?6964

I am in support of the NMB's proposed change to the NMB election rules. The current rules count those who do not vote as a vote against union representation. Those rules are unfair, undemocratic and outdated.

Representation elections for airline and railroad workers should be decided by the majority of employees voting, just like every other election in America today.

Sincerely

Roger D. McCausland

7349 Paul Road

Woodbury, MN 55125

No virus found in this outgoing message.
Checked by AVG - www.avg.com
Version: 9.0.707 / Virus Database: 270.14.72/2511 - Release Date:
11/18/09 01:50:00

", "Simultaor Technician", "simtech1833@qwestoffice.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

ikbcoh <https://launchpad.net/~addisonbrquotation> viagra pills for sale
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upyedl viagra pills for sale <<https://launchpad.net/~addisonbrquotation>>
zzh xkz cost>cost of viagra <<https://launchpad.net/~mcgreevycolunynyt1348>>
gjavvt low>low cost viagra <<https://launchpad.net/~halephloxnu>> sfnjmf
[url]<https://launchpad.net/~halephloxnu>[/url] low cost viagra

siomei

", "siomei", "mcgreevycolunynyt1348@gmail.com"
"Docket Number C-6964", "November 11, 2009

To the NMB Board,

I am writing to let you know that I am in FULL support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please

instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank you for you time,
Julie Coleman
Minneapolis St. Paul
NWA/Delta Flight Attendant

","SJCOLEMAN","sjcoleman32@charter.net"
"Docket # C-6964","To Whom It May Concern,

I'm writing in support of C-6964 concerning the voting of yes/no in the upcoming election. How fair was the previous way of voting for Union representation ? Not very, I'm afraid.

Thank you for considering the only fair way to get a proper vote on a matter that deeply affects so many of our lives.

Sincerely,

Rebecca Sledge
Flight Attendant
Dallas, TX

","Skyfilli@aol.com","Skyfilli@aol.com"
"(no subject)","November 20, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as "no" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Donna Lundeen

NWA Flight Attendant for 35 years

,"Skymaltese@aol.com","Skymaltese@aol.com"
"Request to Attend NMB Meeting 12/7/09 Docket No. C-6964","Mr. Wagner-

My colleague Donald Dollar received a confirmation to attend the National Mediation Board Open meeting on Dec. 7, 2009, regarding the proposed rulechange. I sent my request to attend a day prior to Mr. Dollar sending his and have not received a reply. A copy of my e-mail request is below. I just want to make sure that I did not "slip through the cracks."

Todd Hurlbut
Northwest/Delta Air Lines

Flight Attendant
AFA-CWA, AFL-CIO
517 902-7737

NOTICE: The information contained in this electronic communication, including any attachments, is intended only for the personal and confidential use of the intended recipient(s). If you received this communication in error, you are hereby notified that any review, copying or dissemination is strictly prohibited. If you have received this communication in error, please delete it and notify the sender immediately.

----- Forwarded Message -----

From: skyrydr960@comcast.net

To: legal@nmb.gov

Sent: Sunday, November 15, 2009 3:37:54 PM GMT -05:00 US/Canada Eastern

Subject: Docket No. C-6964- Request to Attend NMB Meeting 12/7/09

Mary Johnson, General Counsel

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Request to Attend NMB Meeting Dec. 7, 2009- Docket No. C-6964

Dear Ms. Johnson,

This is my written request to attend the NMB meeting Monday Dec. 7, 2009 regarding Docket No. C-6964, Notice of Proposed Rulemaking.

Todd Hurlbut

Northwest/Delta Air Lines

Flight Attendant

AFA-CWA, AFL-CIO

517 902-7737

NOTICE: The information contained in this electronic communication, including any attachments, is intended only for the personal and confidential use of the intended recipient(s). If you received this communication in error, you are hereby notified that any review, copying or dissemination is strictly prohibited. If you have received this communication in error, please delete it and notify the sender immediately.

","skyrydr960@comcast.net","skyrydr960@comcast.net"
"Docket Number C-6964 ","To the NMB Board,

I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,

Suzie Ashton-DeVaul
Skystewardess
","Skystewardess@aol.com","Skystewardess@aol.com"
"Docket Number C-6964",

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Sue Ledbetter
2171 Sancturary Dr.
New Berlin, WI 53151

","sledbett@aflcio.org","sledbett@aflcio.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

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slpvrk

","slpvrk","mcgreevycolunynyt1348@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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slyvester lewis

","slyvester lewis","slyvester.lewis@nwa.com"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
susan maenner
19821 bellehurst lp
land o lakes, FL 34638

","smaenner@msn.com", "smaenner@msn.com"
"Union", "

","Smith, Glenn A", "Glenn.A.Smith@delta.com"
"NO to proposed union election voting rule change!!", "I adamantly oppose the proposal to change the union election voting rules. As a 10 year employee with Delta Air Lines I feel this move would undermine our strong and proud history of simply saying 'no' to union representation. The election voting rules have been in place for many, many years now and for those flight attendants wishing to vote 'no,' refraining altogether from the process has been an easy solution to rejecting the advances of an historically highly unpopular organization in AFA.

Let's be fair and respect the election rules and not try and alter them in mid-flight, so to speak.

J.L. Smith

DELTA AIR LINES, INC.

INFLIGHT SERVICE FIELD SERVICE MANAGER

LOD & BRAZILIAN CITIES POINT-OF-CONTACT

OFFICE: (404) 714-9936

EMAIL: jason.l.smith@delta.com

","Smith, Jason L","Jason.L.Smith@delta.com"
"Objection to NMB Rule Change for Union Representation
Elections","11/24/2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

James C. Smith III

512 Autumn Creek Drive

Dallas, GA 30157

James C. (JC) Smith III

Delta Air Lines, Inc

Dept. 260 Hydraulics Systems Analyst

(404) 714-3904

","Smith, JC","JC.Smith@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Jyl Murray

P. O. Box 370
Corrales, NM 87048

","smurray145@comcast.net","smurray145@comcast.net"
"NMB rule change","Nov.22, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Jeannie Snipes

Delta Airlines

DAY

","Snipes, Wilma J","Wilma.J.Snipes@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

sonia selzer

","sonia selzer","sonies@mac.com"
"docket C-6964","Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change.

Respectfully,
Karen Vaccaro

NWA/DL Flight Attendant
","soucicat@aol.com","soucicat@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","Date:
11-20-2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

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intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

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as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Spencer L Hayes

Position Delta Airlines Flight Attendant

Cell # 404-414-7893

", "Spencer L Hayes", "Spencer@SpencerHayes.net"
"Voting Rights for the 21st Century", "

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Sarah Schenkman
9216 Melody Dr.
Savannah, GA 31406

","sschenkman2000@yahoo.com","sschenkman2000@yahoo.com"
"docket # C-6964","I am a Delta Airlines flight attendant, and I'm in
favor of the proposed YES/NO ballot voting change. Finally a fair way to
take a vote!

Thank you!

Donna Flynn

","ssgiraffe@bellsouth.net","ssgiraffe@bellsouth.net"

"NMB Voting Rule Change","I support the proposed change in the NMB's
voting procedures. In every other form of voting in America , only the
votes cast are counted. Our elections should be conducted with the same
democratic method.

S. Yeatts

Tampa Fl

","Stacey","sydrosebiz@tampabay.rr.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights
and have created an unfair obstacle for air and rail workers seeking
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decided by a majority of employees voting, just like every other election
in America today.

It is time to give aviation and railroad workers the same voting rights
and the same opportunities to have a union that are enjoyed by workers in
every other major industry.

Stanley Brown

","Stanley Brown","iamflstan@aol.com"

"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty

DC

Dear Chair Dougherty,

I write to register my strong support for a change in the
National Mediation Board's ("NMB") policy to allow a majority of
workers who cast ballots to determine the outcome of union
representation elections in the airline and railroad industries

as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Debbie Goddard
4386 Klondike Road
Lithonia, GA 30038

","statefed@bellsouth.net", "statefed@bellsouth.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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Stefanie Walcek

", "Stefanie Walcek", "viktor100@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Steph Brown

", "Steph Brown", "icetecllc@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Stephanie Keim

", "Stephanie Keim", "pdcsensor@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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stephen engler

","stephen engler","united96@msn.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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stephen myers

","stephen myers","chooch1275@aol.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

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As a Northwest Airlines union member about to become a Delta employee I strongly agree with the rule change in front of the NMB at this time. This would bring the union representative election on a par with many other elections, including the national elections. This rule change would

take the ""apathetic"" no show vote away from management and give the vote where it belongs with the employees who care enough to vote... Thank you for your interest and cooperation, Steve Roos

Stephen Roos

","Stephen Roos","sroos11@att.net"
"NMB Voting Rules","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Socorro Stephenson

Customer Service Supervisor

Salt Lake City

","Stephenson, Socorro","Socorro.Stephenson@delta.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Steve Cohan

", "Steve Cohan", "SteveHawg@aol.com"

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Steve Desavouret

", "Steve Desavouret", "s_desavouret@yahoo.com"

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THE ISSUE IS NOT WHETHER YOU ARE PRO-UNION OR NOT, IT IS VOTING IN THE MOST DEMOCRATIC WAY. IT IS TIME TO DO WHAT IS RIGHT!!!! IF PEOPLE DON'T WANT A UNION THEY SHOULD GET OFF THEIR BUTTS AND VOTE.

STEVE LORZ

","STEVE LORZ","smlorz@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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steve lundquist

","steve lundquist","stevenlundquist@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Steve McClure

","Steve McClure","smcclur1@tampabay.rr.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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We the employee need fair protection from unfair work conditions for certain work groups. Without representation we as non pilots do not stand a change with keeping our job or being taking advantage of again to outsourcing or lower pay and benefits

Steve Mckenna

","Steve Mckenna","shausti@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Steve Pollmann

","Steve Pollmann","sp21133619@comcast.net"
"Voting Rights for the 21st Century",

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Steven Ritacco
1170 North Federal Hwy. #1205
Fort Lauderdale, FL 33304

","steve@keptprivate.com","steve@keptprivate.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I personally have been in the airline business for over 23 years and am sick of the way heads of our company are treating this proposal. If someone doesn't vote for a good reason, it should not be counted as anything.. period. I'm at that period in my life where it is hard to find a good paying job and these rules should be changed for our future union employees.

Steven A. Gist

","Steven A. Gist","sagist@charter.net"
"Iam Vote","Leave it alone. The outcome will be the same!
","steven benz","carabenz@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Thank you for your timely consideration of this important matter.

Steven Berger

","Steven Berger","flying5155@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Steven E Taylor

","Steven E Taylor","snmtaylor50211@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Please make a change so that only people who vote are the only votes that count. The old way of if you don't vote it counts as a no vote is UN AMERICAN! So please make the right changes needed for a fair and just vote. Thank You, Steven Hanson

Steven Hanson

","Steven Hanson","mnvette75@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Even with union representation our pay and benefits have been falling for many years now. Without representation I can't imagine what it would look

like. Delta has made a concerted effort to eliminate unions while at the same time taking great steps to appear uninvolved.

STEVEN K. PELOQUIN

","STEVEN K. PELOQUIN","stevenlaura80@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Stevens Matthew Butler

","Stevens Matthew Butler","stevens.butler@gmail.com"
"Change","

Dear Persons,

As a retired Union Member I wish to voice my support for changing the voting procedure for counting votes when a group of employees desire to become unionized. For 35 years, due to mergers, I worked for 4 different airlines. Thanks to my union affiliation, I never lost my job, and in fact kept my seniority throughout the multiple changes of ownership.

Please allow people who desire this same level of job protection to become unionized if they so desire. Please change the rules by making only those votes cast, count.

Sincerely,
Denise Doyle-McDougall
Retired NWA CSA

","Stewart and Denny McDougall","lopezshipwright@hotmail.com"
"Fw: voting rule change","

To: Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street, NW
Washington , D.C 20005

From: Stewart Eisele Delta Airlines Flight Attendant

Rw: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Stewart Eisele and I am a 38 year pre-merger Delta Airline Flight Attendant.

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a "No" vote. Can you imagine the impact of such a procedure if our elected officials were selected this way? The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm. I can't even think what would happen if bills in Congress and the Senate were passed using the unfair and undemocratic process.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines, along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.

The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Stewart Eisele
New York, New York

","Stewart Eisele","steweisele@verizon.net"
"Voting Rules Change","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Regards,

Alec Stewart

Lead AMT

Delta Airlines

Department 350, ATG

1775 C.W. Grant PKWY.

Atlanta, GA 30354-3743

Ph: 404-714-3034

Fax: 404-677-2952

Alec.Stewart@delta.com

","Stewart, Alec","Alec.Stewart@delta.com"
"Proposed NMB Rule Change For Union Representation Elections","19
December 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,

Dr. Marcia O. Stewart, DBS, MEd, MSW, BA

Delta Air Lines Skymiles Sales and Services

DELTA Chairman Club & Pinnacle Summit Honoree

DELTA Brand Council Ambassador

", "Stewart, Marcia O", "Marcia.O.Stewart@delta.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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I am writing to support the NMB's proposed change to NMB Election Rules.

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

As an airline employee I urge you to pass the proposed change to NMB election rules, thus giving all employees a fair and equitable playing field in the election process. Just like any other election in our country....everyone's vote will be counted. Sincerely, Stuart Seligson

Stuart Seligson

", "Stuart Seligson", "ssmaynard29@verizon.net"
" Voting Rules", "

To the National Mediation Board:

I'm writing to express concern regarding the recent action taken by the NMB to change the Railway Labor Act and its voting rules for Union representation. I'm extremely concerned that this action will penalize the true working class and will place forced-will on the current workers under non-union rule.

As stated in the NMB mission and key functions statements, the NMB's integrated processes specifically are designed to promote three statutory goals:

1. The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
2. The effectuation of employee rights of self-organization where a representation dispute exists; and
3. The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

The rules have been in place for decades and are only under consideration for change due to the attempts by AFA to unionize the Flight Attendant group at Delta Air Lines.

I am a 30 year employee and have vigorously defended my right against the union for two votes already. In light of the previous vote outcome, my personal beliefs, and the union tactics at other airlines, I am asking all of my State Representatives and Senators to take a hard look at the improper business practices of AFA, as well as the unscrupulous behavior of two members of the NMB during the absence of the third.

Additionally, it is my belief that only the Senate can make changes to Railway Labor Act rules and I find this delay tactic by the IAM and AFA a horrific use of current member dues and a woeful act against my company and our ability to thrive in this unforgiving economy.

Thank you for your consideration in this matter.

Respectfully,

Susan Taylor-Chapman

No virus found in this incoming message.

Checked by AVG - www.avg.com

Version: 8.5.425 / Virus Database: 270.14.57/2492 - Release Date: 11/09/09 12:11:00

", "Sue Chapman", "sue.chapman@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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Thank you for your time and consideration.

Sue Jones

","Sue Jones","tommie_12@hotmail.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

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Sincerely,

Susan L. Miller

6028 South 1430 East

Salt Lake City, UT 84121

","Sue Miller","suebeem@comcast.net"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Sue Vilbrandt
madison, WI 53711

", "sue@scfl.org", "sue@scfl.org"
"Petition for Election Rules", "November 12, 2009"

National Mediation Board
1301 K. St. NW
Suite 250 East
Washington D.C. 20005-7011

To: Ms. Elizabeth Dougherty, Chairman
Ms. Linda Puchala
Mr. Harry Hoglander

The Transportation Trades Department of the AFL-CIO has recently petitioned the National Mediation Board to amend the procedural manual to require a ""Yes"" or ""No"" ballot in representation elections.

In a recent failed union election for Delta Airlines Flight Attendants there were many questions regarding the Company employee list used in the election. It was challenged whether the list included management positions, former employees and finally even dead flight attendants. Needless to say Delta Air Lines, the Air Transport Association oppose this change.

I understand that this will be a difficult decision for the Board to amend the

Railway Labor Act. Yet a majority rules vote is used in every other democratic election in America and is the most fair election method. I encourage the NMB to seriously consider this change in procedures in order to offer more fairer elections to employees seeking to form a union. Thank you for your consideration,

Suzanne Nasca
2323 S. W. 14 Ave.
Miami, Florida 33145

","sunasca@aol.com","sunasca@aol.com"
"NMB_sample_letter.pdf Re: Proposed NMB Representation
Rulemaking - Docket Number C-
6964","http://www.deltaafa.org/images/PDF/NMB_sample_letter.pdf

susan a powers
powerssa@earthlink.net
Why Wait? Move to EarthLink.

","susan a powers","powerssa@earthlink.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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SUSAN C RUSSNAK

","SUSAN C RUSSNAK","Suzic43@aol.com"
"election-docket number c-6964","to whom it may concern,

i am writing to let you know that i support a fair election for all and only votes cast should be counted.

thank you.

sincerely,

susan carrero
flight attendant
3401 st. louis ave.
minneapolis,mn.55416
","Susan Carrero","smcarrero@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

People are afraid to vote because they are told not to vote. They are afraid of losing their jobs. If we change the rules then everyone will be allowed to vote. That is democracy.

Susan Carver

","Susan Carver","sjcarver@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Each year we make resolutions to do better in our lives, to help our fellow woman and man. Many of us never follow through, some of us hit every goal. 2010 is a year the NMB has the unique opportunity to put into

law, rules that will help thousands of working woman and men across America. We, I am depending on each of you to change the election rules that have taken away our fundamental right to choose, to vote.

Susan Cole

","Susan Cole","suzee003@yahoo.com"
"C-6964","Dear MNB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their position for this change, "Nowhere in American democracy...does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation." It is inconceivable that anyone would presume to decide the will of a non-voter.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative.

Respectfully,

Susan Ellis

sueinmsp@earthlink.net

","Susan Ellis","sueinmsp@earthlink.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Susan Getejanc

","Susan Getejanc","sgetejanc@yahoo.com"

"Docket C-6964","I am writing to express my strong opposition to the proposed rule change by the NMB. This proposed ruling clearly comes about as a political move by the AFA in regards to the Delta/Northwest merger and representation. The way that they have conducted their most recent elections were under the 'old' rules and the realization that the AFA would loose millions of dollars by potentially loosing an election at Delta Air Lines has prompted a political and greed motivated push for the rule change. The AFA has produced lies, invoked fear, and now is working behind the scenes clearly to manipulate the voting to their favor. AFA has lost two elections at Delta Air Lines already, but won two at other airlines. So, why now do they seek to change the rules? Clearly these tactics and the withdrawal of petition for a vote until this rule change has been resolved is motivated by politics and greed. Thank you for your consideration of this matter.

Sincerely,

Susan Karr 434092 Pre-Merger Delta Air Lines Flight Attendant

","Susan Karr","susankarr@att.net"

"Proposed NMB Rule Change For Union Representation Elections (Docket No. C-6964)",""

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Susan Keen
Delta Air Lines
Flight Attendant

","Susan Keen","spkeen@bellsouth.net"
"Union Election rule changes","I think it is only right that that those people who take the time to vote are the only ones who should have their votes counted. That is what occurs in every other election or referendum in this country-the NMB should protect the rights of those who vote-not those who sit on the sidelines and do nothing.Those people should not have a say-especially a NO vote. If they cared enough about the issue they can vote and be represented.

","Susan Konkell","nasus117@yahoo.com"
"Docket Number C-6964","Dear Sirs & Madams

I am writing in support of changing the rules concerning the Union Representation Elections under the Railway Labor Act.

I feel the only fair way to have an election in a Democracy would be to have each vote count as either a Yes or a No.

To allow votes to be counted that had not been cast would fly in the face of all that this country has stood for for over 200 years.

If an election is that important, the participants should have the right to have their votes heard. If someone doesn't vote, or chooses not to vote, that should not automatically count as a "No" vote. If the rules were allowed to remain as they are, then people who are either too lazy to vote, too disinterested to vote, or people who don't take the time to do the proper research on an issue that important to so many people, would be allowed to sway the results of an election.

If all the participants had to be counted as a vote in an election, then the only FAIR way to count everyone would be to give 1/2 of the Non-voters to the "No" Column, and then give the other 1/2 of the Non-Voters to the "Yes" Column. That way no one person could say that "Their" vote didn't count. But to keep the process as it is right now, is discriminatory to a true democratic election process.

Thank You for your consideration on this important issue.

Susan Kostka
NWA/Delta Flight Attendant
#a45674

6436 Pagenkopf Rd
Maple Plain, Mn 55359
", "Susan Kostka", "mnsue@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Please know that this ruling was devised over 30 years ago in the growing travel industry. It was created so that the system could not be shut down by striking union forces. In the 21st century, it is archaic and undemocratic. I ask that you rule to abolish the old method of voting.

Susan LaPlaca

", "Susan LaPlaca", "slaplaca@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It's about time!

Susan Marsh

", "Susan Marsh", "susiecontinental@aol.com"
,"

Susan Martin
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Susan S. Martin
Delta Airlines Flight Attendant

","susan martin","stogiemartin@yahoo.com"
"Fw: RLA Voting Proposal Change 11-10-09","

To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a

detriment to the workers' efforts to organize. Please change this rule and allow us to have a democratic vote.

Thank You,
Susan McQueary
Northwest/Delta Flight Attendant
twomcq@msn.com

","Susan McQueary","twomcq@msn.com"
"no to new voting changes","I am writing to totally object to the new voting rule change as this would be a weak union and we would have a weak voice if only a few are deciding our fate. Why change now? I want to vote like all other employee work groups like the pilots, etc. All of the other union groups were voted in this way so why the change. It will give us a weak voice. Please let us just vote soon.
Susan sfo based flight attendant
","susan pence","srbellen@comcast.net"
"Docket No. C-6964 Proposed NMB Rule Change for Union Representation Elections","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire work group could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,
Susan Phillips
33 yr. Delta Flight Attendant

","Susan Phillips","sjpbluesky@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Susan Porreca

","Susan Porreca","porrecamom@aol.com"
"Proposed NMB Representation Rulemaking - Docket Number C-6984","November 23, 2009

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Dear NMB Members:

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns... Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""NO"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Thank you for your consideration in this matter.

Respectfully,
Susan M. Squiers
Northwest/Delta Flight Attendant
Minneapolis (MSP)

", "Susan Squiers", "smsquiers@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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susan terrio

", "susan terrio", "suetplace@sbcglobal.net"
"Comments regarding voting guidelines", "Hello,
I would like to add my comment as the deliberation regarding this ruling is taking place.

Our experience in the past, with Northwest Airlines, and other airlines that played fair... recently Compass passed a Union majority, because the vote was tallied in a fair and constitutional manner. History has shown that Delta will pull out names from anywhere possible to count as NO votes- from persons unable to vote, or CHOSE not to vote.

Richard Anderson has stated that if the majority does not vote, then why should those minority voters decide for the whole. This is his argument. Those who exercise their RIGHT TO VOTE, should be counted. Those who chose not to vote, should not be counted, period. They have chosen to remain neutral and not voting is NOT a NO vote!!!!

Please consider this when deciding on this ruling. To allow a corporation to possibly manipulate a vote.... to leave a vague counting process in place seriously undermines a the process.

Thank you for considering this input.

Suzanne Atwood Delta Flight attendant

", "Suzy Atwood", "suzyatwood@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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say <http://www.ipetitions.com/petition/beautylife/> accutane cost lot
accutane cost <<http://www.ipetitions.com/petition/beautylife/>> age
<http://www.ipetitions.com/petition/beautylife/> - accutane cost game group
<http://www.ipetitions.com/petition/stopacne/> buy accutane online several
buy accutane online <<http://www.ipetitions.com/petition/stopacne/>> room
<http://www.ipetitions.com/petition/stopacne/> - buy accutane online pose

svbtys

", "svbtys", "bryeromogamil708@gmail.com"
"Docket # C-6964", "Dear NMB,

I would like to voice my support for changing the voting rules for union representation. I firmly believe employees facing an important vote like union representation must be informed and engaged. Employees who are uninformed and disengaged are less likely to vote. Counting a vote NOT cast as ""no"" gives a minority the power to prevent a union from being voted in. Employees who are engaged will vote, whether for or against representation. When you choose not to vote you choose to give up your right to be counted.

Thank you.

Alan Winters
1024 Bryan Ave
Salt Lake City, UT 84105

","Sven Sunberg","arwinters@hotmail.com"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
James Rigsby
PO Box 371
Fitzgerald, GA 31750

","swampgator03@yahoo.com","swampgator03@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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This is a reasonable change that I feel would better reflect the sentiment of the employees.

Sylvia Manners

","Sylvia Manners","manners5@comcast.net"
"Proposed change to voting rules","Good day!"

My wife and I are Northwest Airlines flight attendants that support the change to the NMB voting rules. They are in our opinion antiquated and unfair. While leaders of transportation companies argue that these rules have been in effect for 75 some years their arguement is is just as antiquated.

The Railway Labor Act was put in place in the days of regulation when a union had a pretty fair chance to paralyze the transportation system. These days many carriers provide service to many destinations or alternatives nearby. How many airlines existed then? How many trucking companies? How many railways? The railways have merged but have maintained decent relationships with employees. But the airlines have used the Railway Labor Act as a weapon in good times while throwing right out the window in bad times.

An example of such is Northwest Airlines. They used the threat of bankruptcy in 1993 to extract a concessionary contract although it was not amendable til a later date. When the contract again became amendable in 1996 they delayed the new contract via the Railway Labor Act until the next century. Then the used bankruptcy to throw that contract out in court and force another contract with the bankruptcy judge blessing it down the work group's throat. Hardly what the Railway Labor Act was designed for. Yes, the Railway Labor Act is also due for serios reform as the bankruptcy judge pointed out it's limitations that had not been addressed previously, that it can be overrode in bankruptcy therefore eliminating the work groups rights to negotiate a ""fair and equitable contract"". The judge let Northwest set a dollar limit and told the union you will meet it. Now Delta has bought Northwest.

Delta has stated they won't interfere but is sending e-mails to plead ther case for no change. They are seriously overstaffed due to the economic downturn, yet they refuse to furlough as that may cast more ballots for the union. The are manipulating the system just as Northwest

did previously, not to mention the leader of Delta, Richard Anderson, used to run the show at Northwest.

We believe change is needed to make it a fair vote. As Delta is non-union flight attendant group they have used all their tools available to prevent a union. They have tilted the table in their favor and putting common sense rules in place will stop this. Delta argues that smaller airlines lately have used the standing NMB rules to vote...that's great, but they don't have 21000 people and a worldwide presence. Building codes have changed, civil rights have changed, voting rights have changed, and speed limits have changed. Smoking on planes is gone as are free meals and bags. It's high time that the voting rules change too! Delta will say we at Northwest are delaying the vote and not even acknowledge their own flight attendants might want change and that we are holding up the process of the merger. Delta was offered the chance to vote a straight vote and move forward but they declined. They hold hope you will rule in their favor knowing well they will appeal the the higher courts while singing the blues to the work group blaming AFA and the Northwest flight attendants. Think fair and please change the rule and let them take their fight to the next level. That is what they want if they can prevent another union from setting foot on Delta.

Terrance and Niki McManus
12866 SE 223rd Place
Kent, WA 98031

NWA #075673 and 216691

","T MCMANUS","tboynikinsea@msn.com"
"NMB Docket Number C-6964","I am in support of Docket Nbr C-6964 that will amend representation elections to reflect the majority of valid ballots cast will determine the election results.

This change is really a no-brainer & should have been done years ago. The more interesting question is why would it have ever been written this way in the beginning.

This is the United States of America & we are proud of the fact that we do have elections & the majority wins - whether it is the one we want or not. Whether it is for the President of the United States; Congress; Governors; City Council; Propositions or Initiatives; or the simple PTA. The person or measure that wins, is the one with the most votes for or against - it is as simple as that! We never require all registered voters to actually vote. Nor do we count those registered voters that did not cast a ballot as a 'NO' vote. Can you imagine the chaos that would ensue over the simplest of elections? Nothing would ever get voted on or completed!

So, why would the rules for voting on union representation at a business be any different?

This type of election should be handled as all other elections in the United States are handled. The simple majority of voters wins.

Please make this most important & needed rule change.

Thank you for your time & consideration in favor of support.

Tommy Roys
Retired Airline Employee

","t roys","troystoyou@yahoo.com"
"Change in voting","It appears to me that the IAM proposal to change 75 years of labor union voting procedures has been aimed at the Delta/Northwest merger in order to give the union an advantage because Delta mechanics have not had, or needed unionization since 1947. They have always rejected unionization every time such elections have been scheduled. It is obviously a proposal that is political in nature, and there is no other no other reason.

Geeorge McPherson
Perdido Beach AL.
","Tag McPherson","tagalong@gulftel.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Takeji Wun

","Takeji Wun","rx3take@aol.com"
"Union Vote","NMB,

Please do not consider changing our Union voting process. To vote our Union out would be impossible! We just don't have enough employees that care about the Unions anymore. I have paid Union dues for the past 28 years every month! This is the biggest waist of money there is. I need to protect my own job and earn every last dollar I can. Keep the vote as it is and let the Union people vote and keep the rest of us out of it. We have had no choice but to pay union dues and the union destroys our company morale.

Regards,
Chris Talbert

Chris Talbert/Supervisor Cargo Call Center-MSP/612.970.3825

","Talbert, Chris E","chris.talbert@delta.com"
"Re rule change on"," union votes on Railway labor act.

I support ntsb to have up or down vote.

IE if you dont vote is is a No vote..is wrong

Only people who vote should have a vote that counts.

lthx

DAvid Tamowski
Delta Air Lines

","Tamowski, David","David.Tamowski@delta.com"
"Railroad change","Good Afternoon.

I'm a Nwa/Delta Flight Attendant and want the rule change to happen. It's only fair to count only those who take the time and or care about their futures at Delta. A vote is a vote when someone physically actually votes!!

Thank You,
Tamra C. Lindahl-

","Tamra Lindahl","flygalmisp@yahoo.com"
"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more ""democratic"" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good

reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Kareem Taylor

RSCI Coach 104

","Taylor, Kareem Q","Kareem.Q.Taylor@delta.com"
"Public Comment NMB Rule Proposal","

December 1, 2009

Ms. Elizabeth Dougherty - Chairperson
Mr. Harry Hoglander - Member
Ms. Linda Puchala - Member

National Mediation Board
1301 K Street NW, Suite 250 East
Washington, D. C. 20005-7011

Dear Members of the Board:

I write this letter as a railroad retiree and as a national officer of the National Association of Retired and Veteran Railway Employees, Inc. (NARVRE) on a very important issue dealing with representative elections in the airline and railroad industry. The National Mediation Board (NMB) will soon be making a decision that affects workers especially in the airline industry in regards to voting rights. The proposed rule change would grant air and rail employees the same voting rights enjoyed by workers in other industries and would end a discriminatory practice which treats non-voters as if they had voted ""no.""

Elections in the United States are decided by a majority of voters who participate in an election. Only in the transportation industry do non-voters get to decide the outcome of an election.

I encourage the NMB to adopt a rule in fairness to railroad and airline employees in all future elections when it comes to representation

and that only voting employees be counted in this effort. The bottom line is a simple majority plus one be the deciding factor.

Thank you in advance for your positive response to this request.

Respectfully,

Thomas J. Dwyer

National President

National Association of Retired & Veteran
Railway Employees, Inc. (NARVRE)
11304 Norway Street Northwest
Coon Rapids, Minnesota 55448-3269
(763) 757-1501 Fax: (763) 767-5794
Email: tdwyertcu@aol.com

", "TDwyertcu@aol.com", "TDwyertcu@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is time for a change in the voting structure, Thank you for trying to make it a fair election!

Ted K Anderson

", "Ted K Anderson", "tichub@comcast.net"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Ted Voth Jr
1146 Williamson #3
Madison, WI 53703

","tedvothjr@gmail.com","tedvothjr@gmail.com"
"Re: Proposed NMB Rule Change For Union Representation
Elections","Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Roxanne Teeple

Delta ACS COS

","Teeple, Roxanne X","Roxanne.X.Teeple@delta.com"

"Re-transmission of Regulations.gov public submissions - Docket Number C-6964 ",""

Hello,

You may have received email messages from the Regulations.gov website (from: no-reply@erulemaking.net) regarding public submissions that were submitted via Regulations.gov on a recent Federal Register notice. The email may not have included the public submission as an attachment. This note is a re-transmittal of the potentially affected public submissions.

Please find attached a zip file of the 33 comments originally submitted

between November 3rd and November 19th on: ""Representation Election Procedure"". Also attached is an excel file containing the list of dates that the comments were submitted.

We apologize for the possible transmittal error, and if you have any questions regarding Regulations.gov, please feel free to contact me.

(See attached file: 20091119 NMB Comment Transmissions.xls) (See attached file: NMB 1.zip)

Kristin Tensuan
Environmental Protection Agency
eRulemaking Branch
Phone: (202) 566-1519
tensuan.kristin@epa.gov
", "Tensuan.Kristin@epamail.epa.gov", "Tensuan.Kristin@epamail.epa.gov"
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

TERESA HARRIS

", "TERESA HARRIS", "tzother@yahoo.com"
"Docket No. C-6964", "To whom it may concern,

I am a flight attendant in my 10th year with Northwest Airlines. I just wanted to express my excitement at the opportunity to have a fair election under the new rules. It feels like it is long past due to have a yes/no vote. I'm grateful for this wonderful opportunity!

Thank you!

Teresa M Kovars

", "Teresa Kovars", "teresaminnie@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Teresa L Martell

", "Teresa L Martell", "tmartell1960@yahoo.com"

"Docket #C6964", "My name is Terri Brooks and I am an Delta Airlines flight attendant.

I am strongly in favor of the proposed change to the representation voting rule. I support a Yes/No ballot, I will be participating in the upcoming representation election for Delta flight attendants and support a fair and democratic voting process. Thank you.

Bing brings you maps, menus, and reviews organized in one place. Try it now.

<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Restaurants_1x1>

", "Teri Brooks", "brooksmtar@hotmail.com"

"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Jeremy Terlisner

", "terlisnerjeremyl@johndeere.com", "terlisnerjeremyl@johndeere.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Terrance Pearosn

", "Terrance Pearosn", "tpear22543@comcast.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Terrel Moose

", "Terrel Moose", "terrell.moose@navy.mil"
"Docket Number C-6964", "Please let the election be fair and let the flight attendants decide whether they want a union or not in a democratic election.

Terri Higashi
Flight Attendant

", "terri higashi", "terrihigashi@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Terri Killion

","Terri Killion","killion_dwight@att.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Terry Gough

","Terry Gough","tgodimick@comcast.net"
"Proposed NMB Representation Rulemaking - Docket Number C-6964","January
1, 2010

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing you to express my strong support for this change. The past method has never allowed a democratic process to occur. What other election counts those who don't actually cast a ballot as a vote? Allowing those votes that are cast to be the actual votes counted will ensure that the process actually becomes democratic. Those who cast a ballot determine the outcome.

Thank you for your time and support of this issue.

Respectfully,

Terry Gustafson
NWA/Delta Flight Attendant

","Terry Gustafson","terry.gustafson@gmail.com"
"Proposed NMB Rule Change","Dear NMB members,

My name is Tom Schmidt and I am a Delta flight attendant. I am writing to register my strong and impassioned support for the proposed change in voting for union representation. In my view, this change will finally enable a fair and democratic process to vote on the futures of so many dedicated professionals. Thank you very much!

Tom Schmidt
Delta Flight Attendant
","tes","door3left@gmail.com"
"Docket Number C-6964","

members of the National Mediation Board

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Sincerely,
Tom Grogg
226 Larkin St.
Madison, WI 53705

","tgrogg@charter.net","tgrogg@charter.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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dear sir or madame, i am a long time union member, and agree wholeheartedly with the proposed rule change. if you vote, it counts, if you don't vote--you are not part of the process. i believe this is the only fair way to go. thank you very much.

theresa a varian

", "theresa a varian", "tootienyl@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Theresa Friend

", "Theresa Friend", "tfriend@iamaw.org"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Theresa Funke

","Theresa Funke","tmfunke@hotmail.com"

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Theresa H. Stansbury

","Theresa H. Stansbury","chipterry@msn.com"

"Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)","Dear NMB Members:

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The unions say there is a process to become non-union, but I understand it so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

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Sincerely,
Therese Lamberg
225 Barberry Lane
Peachtree City, GA 30269
", "Therese", "parisfrance76@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Buy lasix fast. <<http://buy-lasix-fast.bravehost.com>> More...
<http://buy-lasix-fast.bravehost.com>

Thiffows

", "Thiffows", "addelpattethy@mail.ru"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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It is wrong to count missing votes as NO votes. Add up the total votes, and so be the outcome. There should be no unfair advantage against organized labor. Give us a break, and let us make a living!

Thomas A. Quinlan

","Thomas A. Quinlan","tuckerq@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thomas Duke Jr.

","Thomas Duke Jr.,"Thomas_Duke@csx.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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the companies like the old rule because they can manipulate it to thier favor. just prior to elections the company hires more employees. these new employees don't know the facts, so the don't vote, effectively diluting the vote to the non-union outcome. when the educated voters decide, the right choice is made. our el ection vore union representation should be done the american way! all votes count, and only votes count.

thomas e sorenson

","thomas e sorenson","thomasrhymer@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thomas Evantz

","Thomas Evantz","evantz@msn.com"
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Thomas Havnen

","Thomas Havnen","thavnen@charter.net"
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Thomas J Marullo

","Thomas J Marullo","tjmarullo@hotmail.com"
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Thomas R. Beckler

","Thomas R. Beckler","baddude4x4@comcast.net"
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Thomas Raiche

","Thomas Raiche","tom.raiche@comcast.net"
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Thomas S. Reynolds

","Thomas S. Reynolds","gbl4me@aol.com"
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thomas stennis

","thomas stennis","thomasstennis@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Thomas Szuch

", "Thomas Szuch", "Thomas.Szuch@delta.com"

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Sincerely,

Lupe Thomas
961 N 650 E
Tooele Ut 84074

","Thomas, Lupe A","Lupe.A.Thomas@delta.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Regina Callahan
17 Greencrest Street
Lake Grove, NY 11755

","tiaregina9@yahoo.com","tiaregina9@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Tiffany Hernandez

","Tiffany Hernandez","hernandezKTA@gmail.com"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964","Re:
Proposed NMB Representation Rulemaking - Docket Number C-6964

DEAR NMB,

MY NAME IS DAVID CHARLES AND I AM A NORTHWEST AIRLINES FLIGHT ATTENDANT SINCE 1996.

YOU HAVE MY FULL SUPPORT REGARDING CHANGING THE RULING TO THE YES/NO BALLOT

THE OLD WAY OF VOTING HAS ALWAYS FELT UNFAIR AND THE YES/ NO BALLOT IS THE OBVIOUS CHOICE FOR ANY FAIR ELECTION.

THANK YOU FOR GOING TO THE YES/NO VOTE PEOPLE WHO DO NOT USE THIER RIGHT TO ACTIVLY PARTICIPATE SHOULD NOT BE COUNTED.

TALKING TO MANY OF THE FLIGHT ATTENDANTS..EVEN THE ONES WHO DO NOT WANT UNION REPRESENTATION THEY ALMOST ALL AGREE THAT THE PASSIVE VOTE WAS FLAWED AND THAT THE NEW PROPOSED WAY IS THE RIGHT AND FAIR CHOICE FOR A DEMOCRATIC ELECTION.

THANK YOU AGAIN
DAVID CHARLES
23182 ALCALDE SUITE D
LAGUNA HILLS CA. 92653

","TIGHTGUY69@aol.com","TIGHTGUY69@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Tim Brandon

","Tim Brandon","mspnwa@aol.com"

"Proposed NMB Representation Rulemaking - Docket Number C-6964", "_____

November 19, 2009

Elizabeth Dougherty, Chairman

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street, NW Suite 250 East

Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and

democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. I have personally witnessed corporate intimidation, voter suppression and a campaign of misinformation designed to thwart a fair election.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. The American democratic system should allowed to operate in airline and railroad elections just as it has throughout our history.

Respectfully,

Timothy Cunningham

Flight Attendant
Delta Air Lines

","Tim Cunningham","cunningham846@yahoo.com"
"Docket # C-6964","

Dear Members of the NMB,

I am writing to let you know that I am in FULL SUPPORT of the proposed change for how representational elections are held. In order to conduct a FAIR election the ballots must be a YES/NO ballot.

Thank you,

Timothy A Kutchera
Washougal, Washington 98671
360-901-7598

Bing brings you maps, menus, and reviews organized in one place. Try it now.

<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Restaurants_1x1>

","Tim K","alaska737@hotmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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TIM KLOK

","TIM KLOK","TJK0509@JUNO.COM"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is un-American to have voting rights decided any other way than by a majority vote of those voting. The majority who choose to participate carries the day. Please change the NMB election rules to support workers' rights to have union representation.

Tim Winstead

","Tim Winstead","t.winstead@sbcglobal.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Timini Gressett

","Timini Gressett","jgressett@sbcglobal.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Imagine if, in any national, state, or local election, all voters who did not cast a ballot were counted as a vote for the incumbent. The decision to change the rule on air transport union representation is the only fair, and right way to give participating employees a voice. Please support this rule change. Than k you

Timothy M Crocco

","Timothy M Crocco","croccandroll@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

timothy carnival

","timothy carnival","timcarnival@yahoo.com"
"vote change","Dear Elizabeth Dougherty,Harry Hoglander, Linda Puchala:

I would like to add my voice to the many that are against the proposed rule change regarding the methodology of of deciding for or against union representation. Historically this has shown to be an effective method of whether a workforce decides to select to be represented by a union having proved victorious in over seventy percent of votes. To change the system at this time and allow a very small minority that may cast votes decide the election is contrary to our commitment to democracy as Americans. I strongly urge you to leave the current system as it stands .

Sincerely,

Michael Echeagaray

Sincerely

","timothy gasque","Timothy.j.Gasque@delta.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

This rule change would be a major victory in fairness.

Timothy Nestler

","Timothy Nestler","timothynestler@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Tina Lott

","Tina Lott","lott.lt@comcast.net"
"Docket No. C-6964","December 11,2009

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds. That's a bit two-faced.

The unions say there is a process to become non-union, but I understand, and the facts show, it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out, and discriminated against, by this delay and left waiting in limbo. We deserve to have representation issues resolved and behind us. AirTran just had an election under the current rules a week or so ago, and Compass Airlines a month ago.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked fantastically well for employees, unions and airlines for 75 years and were written to ensure unions have the support of a true majority of employees in the respective craft. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Tina Kraemer

","Tinalynn Kraemer","wannafliirt69@yahoo.com"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Tasso Knight
3095 Hidden Lake Dr
Duluth, GA 30096

","tknight@bellsouth.net","tknight@bellsouth.net"
"Voting Rights for the 21st Century","

Member Harry Hoglander

Dear Member Hoglander,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union

representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

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Sincerely,
Tasso Knight
3302 McGinnis Ferry Rd #201
Suwanee, GA 30024

","Tknight@ufcw1996.org", "Tknight@ufcw1996.org"
"Proposed NMB rulemaking docket number c-6964", "To: Ms. Dougherty , Mr.
Hogland, Ms. Puchala -National Mediation Board

From: Tracy Fridmann, Pre-Merger Northwest Airlines Flight attendant
RW: Proposed NMB Rulemaking -docket number C-6964

To Whom it may concern:

I am writing to express my full support for the proposed NMB rule change so we can be able to participate in a fair and democratic election process. Respcetfully -Tracy Fridmann Pre-Merger Northwest Airlines Flight Attendant

","tlfhawaii@att.net", "tlfhawaii@att.net"
"Re: Proposed NMB Representation Rulemaking - Docket Number C-6964", "Re:
Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully,

Todd V Eichmann

Delta Airlines Flight Attendant/Pre-merger Northwest Airlines

","Todd","todd.eichmann@yahoo.com"

"RE: NMB Open Meeting Seating Procedures","Can you forward the request and see what happens? Thanks.

Todd Emerson
Director | Government and Legal Affairs
SkyWest Airlines
O: 435.634.3530
M: 435.632.1387

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From: Wagner, Dean [mailto:wagnerOLA@nmb.gov]
Sent: Friday, December 04, 2009 11:38 AM
To: Todd Emerson
Subject: RE: NMB Open Meeting Seating Procedures

Too late. The list is out of my hands.

From: Todd Emerson [mailto:temerson@skywest.com]
Sent: Friday, December 04, 2009 12:52 PM
To: Wagner, Dean
Subject: RE: NMB Open Meeting Seating Procedures

David Livingston would like to designate Russell Childs for priority seating.

Todd Emerson
Director | Government and Legal Affairs
SkyWest Airlines
O: 435.634.3530
M: 435.632.1387

NOTE: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this e-mail, or attached files, by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of the message to such person), you may not use, copy, distribute or deliver to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message, and notify us immediately. If you have received this e-mail in error, please notify us immediately by e-mail or telephone and delete the e-mail from any computer.

From: Wagner, Dean [mailto:wagnerOLA@nmb.gov]
Sent: Thursday, December 03, 2009 12:28 PM
To: abeck@iamaw.org; airmom@frontier.net; albartlett@atnex.net; Anne.Larkin@delta.com; beth.graham@delta.com; bill.morey@delta.com; boeing747stew@aol.com; bretrum@nwaafa.org; britonr@jacksonlewis.com; brookep@ttd.org; cbflyerone@hotmail.com; cbruton@bellsouth.net; clarke128@gmail.com; cparcelli@geclaw.com; cparcelli@geclaw.com; csiegel@iamaw.org; csullivan@fordharrison.com; cwa4aa@sbcglobal.net; danielvaldez561@aol.com; dboehm@927.org; dgrey@nwaafa.org; DHall@fordharrison.com; dmitcham@nwaafa.org; dupuis5@comcast.net; edwardbahmer@aol.com; EGILMARTIN@afanet.org; fayefaulkner@hotmail.com; flycordle@aol.com; gcarson@teamster.org; gifford@tcunion.org; gingerkelly@yours.com; G-Maslanka@twu.org; hal.dollar@gmail.com; inflightlady@gmail.com; Ischuman@littler.com; j@lcut.net; jackgallagher@paulhastings.com; j-conley@twu.org; Jeff.Wall@coair.com; jen.howard@jetblue.com; jennifer_michels@aviationweek.com; jessebatha@gmail.com; jlambremont@littler.com; JMoorhead@rrnrlc.org; Jrogers@rrnrlc.org; jrook@nwaafa.org; kborman@aslrra.org; kimevasic@yahoo.com; k-kozak@twu.org; klb23@cornell.edu; kloosr@TCUnion.org; lcrayton@teamster.org; lcoates@fordharrison.com; LGUZMANO1@aol.com; lswisher@bna.com; Marcus.Migiore@alpa.org; meastman@uschamber.com; msd2doc@yahoo.com; mwolly@zwerdling.com; nycsimone@live.com; pshoap@Smia.org; rcannatelli@nwaafa.org; rjl@nrtw.org; rjowens@optonline.net; rob@aircon.org; rokeefe@fedex.com; rpwilderjr@bapwild.com; Rsiegel@OMM.com; samuelberry747@yahoo.com; sfivecoat@comcast.net; sjordonleonard@yahoo.com; skyrydr960@comcast.net; slowen@afanet.org; SPACEWAITRESS2001@YAHOO.COM; STEVEN.TAYLO@FEDEX.COM; Todd Emerson; tennisballs79@yahoo.com; unionguynlax@aol.com; utujm@msn.com; weilerpolo@hotmail.com; wflyboy@aol.com; wip@brs.org
Cc: wagner@nmb.gov
Subject: NMB Open Meeting Seating Procedures

Due to the space limitations and the security requirements at the National Labor Relations Board, we have adopted the following procedure to determine seating at the Open Meeting scheduled for December 7th 2009.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Todd Smith

","Todd Smith","todd.smith@fuse.net"
"(no subject)","simple vote yes or vote no may the side with the
most votes win , the way a true democratic vote should be done.
People who dont vote DONT COUNT.
","TODDDOBAPR@aol.com","TODDDOBAPR@aol.com"
"Fw: docket No. C-6964","

----- Forwarded Message -----

From: Tom & Bridget Kathman <kathman5@yahoo.com>
To: legal@mnd.gov
Sent: Wed, November 25, 2009 9:37:36 AM
Subject: docket No. C-6964

Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be

dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Bridget Kathman
6851 Brook Hollow Court
Hamilton, OH 45011

","Tom & Bridget Kathman","kathman5@yahoo.com"
"Representation Election","Please be fair and allow all people to vote on these elections.If you don't vote it should not be counted against the people that fight for certain things.Dead people can't vote.Thank you
A new Delta Employee
Tom Fischer
Keep this vote FAIR
","Tom & Kara Fischer","tkkbfish@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Tom & Tracey Judge

","Tom & Tracey Judge","iggys2ge@yahoo.com"
"Proposed rule change (Docket No. C-6964)",""
Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011
December 17, 2009

Re: Proposed National Mediation Board (NMB) Rule Change for Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my approval of the National Mediation Board's proposed change for union representation elections.

The proposed rule change would allow union representation by the majority of those that choose to vote. We should not be concerned that the change would make it more democratic for employees. Our primary concern is those that choose not to vote are considered a vote against representation. Is it fair and democratic to allow those that do not vote, determine the outcome? All voting in Presidential and primary elections as well as elections within the scope of the National Labor Relations Act are determined by the majority of those that vote.

For many decades employees have enjoyed improved wages and work rules. This came about due to organized labor. This benefited both non-union and union work groups worldwide. Over the last 20 years however many workers have left the unions. Many leaving with the idea that the new way of doing business proposed by the corporate executives would lead to better prosperity. Later, they found that without association they had no rights. Further, executive greed was used to increase profits at the expense of wages and contract benefits.

In addition to this, the IAM and AFA recently withdrew their filings for representation elections at Delta. This took place over a year after the Delta/Northwest merger. The timing between the NMB's proposed rule

change and the withdrawals by the IAM and AFA were considered to be "repugnant" by one Delta Human Resources executive.

Delta and Northwest Airlines took advantage of existing and out-dated rules by filing for bankruptcy just days prior to those laws changing. It appears that Delta and corporate America want to have their cake and mine as well. There is no excuse for employers to continually take advantage and exploit employees that do not have representation. Delta has singled out the Unions for delaying a representation vote. According to Delta management "this leaves employees in limbo" and that simply is not true. We deserve to have representation and elections controlled democratically; just as the rest of our legal system allows.

An example of business and rule change would be, i.e. you are purchasing a new home and lock in at a 6.5% loan rate. You are scheduled to close next week. Prior to closing you hear about a new government subsidy to assist with high interest rates. This program would subsidize your interest rate by 1.5% however it will not take affect until next month. Would you close next week at the higher rate or wait until next month for the new program rate? You would wait because "it's just business".

The phrase "it's just business" reflects on unionization and corporate America under the Railway Labor Act (RLA).

I strongly urge you to continue with the proposed change and not be intimidated by the threat of litigation by those opposed to this rule change.

Thank you.

Thomas E. Barry
Delta Airlines
Customer Service Representative
Cincinnati/Northern Kentucky International Airport
Hebron, KY 41048

","Tom Barry","tombarry@insightbb.com"
"Docket #C-6964","Dear NMB Members:
Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Pachala, Member

I am a Delta Flight Attendant, writing to express my full support for the voting changes outlined in Docket#C-6964. It is time to bring the democracy enjoyed by the rest of the working American public to airline and other transportation employees.

Sincerely,

Thomas A. Biermann
Delta/Northwest Airlines Flight Attendant

", "Tom Biermann", "tbiermann@verizon.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Tom Daley

", "Tom Daley", "blackenblue@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Tom Wilson

", "Tom Wilson", "tomwilson1351@yahoo.com"

"Change in union voting!", "Please, Please, Please, allow the change to go through. We at Delta have been trying to unionize for the past ten years. The company misinformation campaigns, and downright scare tactics, intimidation, etc., have the flight attendants in the east and basically Atlanta to even whisper the word.

Those women are terrified to even speak openly of the union without looking over their shoulder. We need representation. As you may or may not know, we have taken 30 percent pay cuts for the past four years, we have lost our pensions and our OJI pay, 80 percent of our sick pay. All the while the pilots have received a 12 percent pay raise have had their

pensions rolled to the PBGC and upper management has ensured their future with off shore accounts. Please help us!

Thank you for your attention. My salary has gone from \$55,000/annually to \$37,000/annually with a cut in per diem, I can hardly afford the job and yet I am 55 years old with two heart surgeries. Whose going to hire me? We need the representation.....

Help!

Thanks

Marci Arnett

", "Tommyhomes4sale@aol.com", "Tommyhomes4sale@aol.com"

"Docket No. C6964 - REpresentation Election Procedure", "To: National Mediation Board

From: Thomas Conway

Winchester, Massachusetts

This is to express my opposition to the Board majority's proposal to allow union representation elections to be decided by a simple majority of those voting rather than the long-established practice of requiring the decision to recognize a union by a majority of those only those choosing to vote. Union recognition elections frequently result in low voting turnouts. Allowing a union to assume sole bargaining authority over all employees with a simple majority of those voting would favor union activists over disinterested employees who would then be compelled to pay dues to the union and accept union regulation of their work life. This is patently unfair.

Chat with Messenger straight from your Hotmail inbox. Check it out
<http://www.microsoft.com/windows/windowslive/hotmail_b11/hotmail_b11.aspx?ocid=PID23879::T:WLMTAGL:ON:WL:en-ww:WM_IMHM_4:092009>

", "Tony C", "tc1003@live.com"

"Vote No on Proposal to Change Voting Procedures", "To whom it may concern,

Please vote ""No"" on the proposal to change the voting rules! I am a Delta Flight Attendant and am very happy with the voting procedures as they stand.

Regards, Tony Driver

", "Tony Driver", "tonydriver118@yahoo.com"

"Vote Change", "As a American I VOTE!!!! Those who ""CHOOSE"" not to vote should NOT

have a say. Please tell the Executives of ""The New Delta Airlines"" that it's time to settle their fears with it's employees and move forward. Thanks for your time. Tony Huff Delta Flight Attendant/

Purser

","Tony Huff","tonyhuffsf@mac.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

Tony L. Bennett

","Tony L. Bennett","Tbennett41@cox.net"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Thank you for allowing me the opportunity to speak on behalf of this proposed rule change.

Tony L. Chapman

","Tony L. Chapman","tchapman@iamaw.org"

"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Tony Rippeto

","Tony Rippeto","TRippeto@District9.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Tony Waller

","Tony Waller","nitechrawler63@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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tpcmia

", "tpcmia", "upturnbrittjv@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Tracy Johnston

", "Tracy Johnston", "tracykleitsch@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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I support the rule change because the old way is out dated and totally unfair. I have worked for Northwest airlines for 24yrs. Richard Anderson and Doug Steenland both worked under Frank Lorenzo. I see what they did to Eastern airlines now they are trying to do the same thing to NWA. All the working men and women want i s a FAIR election. Corprate America always wants a stacked deck. Please support the rule change so we can have a FAIR election. Thankyou Tracy Schering

Tracy Schering

", "Tracy Schering", "skip7772@comcast.net"
"", "To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how Representational Elections are held under the Railway Labor Act. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'". This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and sabotage the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of the industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,
Travis Mask

", "Travis Mask", "travisrick@mac.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Trevor Henry

","Trevor Henry","tkailo69@aol.com"
"Docket No. C-6964] RIN 3140-ZA00","

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and

airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Respectfully,

Earl Blackshire

Delta Flight Attendant

","trey blackshire","treyblackshire@yahoo.com"
"Docket Number C-6964","For YES/NO VOTE. I don't understand how not voting can be considered voting. I'am for the Yes/No Ballot. ""One Person, One Vote, and Majority Rules. Yours truely, Trina Leon , Delta flight attendant

","trina DeBerg","flyintrina@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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trina phillips

","trina phillips","codyandco@verizon.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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I support docket # C6964. I see Delta Airlines strong arming employees to be against the union. The majority of voters should have the final word.

Trish Graham

","Trish Graham","grahamolal@comcast.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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troy anthony levich

","troy anthony levich","tlevich@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Please make this change it is the right thing to do. For the better of all airline employees in these tuff times we must make voting fare.

Troy Bakos

","Troy Bakos","Troy.Bakos@delta.com"
"Proposed NMB Rule Change For Union Representation Elections Docket No. C-6964","Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections
(Docket No. C-6964)

Dear NMB Members:

I would like to express my deep-seated concerns about the proposed rule change based on the negative impact that it most certainly would have on me, my family and my industry. I have been a Delta Air Lines employee for over 16 years. My staunch objection to this proposed rule change has several roots:

- 1) It reverses 75 years of well founded precedent without evidence of systemic failure or clear and evident need.
- 2) Given that the current process has resulted in the vast majority of airline employee's being unionized, it obviously presents no undue hardship or significant barrier to entry to unions, in short, it works.
- 3) The attempt to change this rule without any reasoning behind it or evidence it is flawed other than IAM and AFA pressure brings to question the integrity of the NMB as an entity. The NMB should hold itself to a higher standard than to be the tool of the reigning political party or strongest PAC.
- 4) Delta Air Lines employees have fought long and hard to keep unions out of our beloved company. I realize that Board members Hoglander and Puchala believe strongly that unions have a positive effect on workers lives and they are doing a good thing for workers, however please consider that your beliefs alone are not enough to justify this change, you must have some independent and unbiased evidence.

5) Given the multiple failed unionizing campaigns and the constant message that you must tear up the ballot to avoid it being counted there is significant risk that employees will tear up the ballot thus intending to vote no and instead disenfranchising themselves unintentionally.

For all of these reasons I respectfully request that you do not change the voting rules and preserve the integrity of the process and the integrity of the board. . In closing, please consider that there is a reason half a dozen different unionizing campaigns have failed over the past 10 years and it has nothing to do with the rules. I and the vast majority of my colleagues just don't want them.

Sincerely,

Douglas A. Troy

","Troy, Doug","Doug.Troy@delta.com"
"Docket c 6964","Please vote YES to the NMB new rule change. Please help Delta employees!!!!!"

Regards,

Richard Lange

","trumannwa@aol.com","trumannwa@aol.com"
"Representation Rulemaking- Docket Number C-6964","November 21, 2009

Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Thomas Douglas and I am a 33 year pre-merger Northwest Flight Attendant. I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote.
The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.
The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.
Thank you for taking the time to read my letter.

Respectfully,

Thomas Douglas

Pre-Merger Northwest Flight Attendant
", "tswedepojke@cs.com", "tswedepojke@cs.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

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tupxun

", "tupxun", "tadlockcikuiqel1661@gmail.com"
"Rule Change For Union Representation ", "11-19-2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

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The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

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I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Michael Tweed

Aircraft Maintenance Technician

Dept. 390

Delta Airlines

","Tweed, Michael","Michael.Tweed@delta.com"
"re: NMB Rule Change","Dear Sir or Madam,

I am writing to express my absolute support for the NMB rule change to a yes/no representation vote currently being considered.

As a flight attendant for Delta Air Lines, I have been very active in our last two attempts to gain union representation. During those attempts to organize, I was repeatedly appalled at the blatant methods used by Delta management to interfere with and stop our efforts. Examples of Delta's actions include their infamous ""Give A Rip"" campaign, where flight attendants were encouraged to ignore and destroy any voting ballots received, the mailing of glossy papered publications expounding the virtues of Delta's non-union ""culture"", and the direct attempts to intimidate flight attendant volunteers at lounge organizing tables. The company even sent a professionally produced DVD to the homes of each flight attendant showing ""live interviews"" of Delta flight attendants down talking the efforts of AFA to organize our workforce. The same DVD was played constantly in flight attendant lounges during organizing periods. Numerous publications were distributed to flight attendants stating that AFA was only interested in obtaining monthly dues, and

contained dire warnings that AFA would destroy Delta's coveted "'open door"' policy with flight attendants. Every method used by Delta management was designed to intimidate and create fear in the flight attendant workforce. Flight attendants were literally scared into not executed their voting ballots.

The examples of Delta's anti-union measures are endless. Only with the democratic method of a yes/no vote will we fairly be able to gain the representation we desire and deserve as professional Flight Attendants at Delta Air Lines.

I strongly encourage you to make the proposed NMB rule change to a yes/no representation vote permanent. Please allow us as Delta Flight Attendants the same opportunity to vote democratically as our nation's citizens do regularly.

Sincerely,

Terence W. Friese
Delta Flight Attendant / 197062 / SLC
", "twfriese@cox.net", "twfriese@cox.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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twila hooveron

", "twila hooveron", "msjas@comcast.net"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among

governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as ""no votes"" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a ""super majority"" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Luis Font
1716 Olive Rd.
Augusta, GA 30904

","twotonefont@gmail.com","twotonefont@gmail.com"
"comments on new ruling change","Dear panel,

I would like that thank you for your consideration on the recent rule change to the voting process in upcoming union elections. Referring to Docket # C-6964. I had written a letter on my own accord to the NMB prior to the AFL-CIO petitioning of the rule change. So needless to say, this is a positive move for the Flight Attendants at Delta Air Lines. We will now be able to have a fair and democratic election. Many people have realized the flaws that were present and out dated in the current voting process.

I am looking forward to our new union election that will take place once the ruling has been excepted by Delta Air Lines. This will enable us to have an expedient election.

Sincerely,

Tammy Yeager
Delta Flight attendant.
","tyeagermeister@aol.com","tyeagermeister@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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levitra

tyjudk

", "tyjudk", "upturnbrittjv@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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ucgbkl

", "ucgbkl", "sqglamorousWalters@gmail.com"
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ukttbh

", "ukttbh", "mcgreevycolunynyt1348@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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umznhk

", "umznhk", "tadlockcikuiqe1661@gmail.com"
"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own

electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Sandra Stimpson
27 Prestwick Ct.
Peachtree City, GA 30269

","uniteGA@aol.com","uniteGA@aol.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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<https://launchpad.net/~tadlockcikuiqe1661> mail order cialis

unnetz

","unnetz","petersnecumes1489@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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uoyijs

","uoyijs","tadlockcikuiqe1661@gmail.com"
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uozanh

","uozanh","mcgreevycolunynyt1348@gmail.com"
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uwgita

", "uwgita", "stanfordqkaustria@gmail.com"
, "My biggest question is, if the rules are unfair, why do this union and others, continue to move forward with other elections under the old rules. If this is indeed unfair, there should be a cease of all elections until the rule has been changed. Please explain.

I would also very much like to see a change in the rules for voting out a union. Is it possible to change it to a straight yes/no vote as well? Please explain.

Thank you,
Victoria Kattel

", "v", "vlk333@yahoo.com"
, "To Whom it May Concern;

I am a Delta Flight Attendant with over 21 years of service and I would love to someday retire and feel secure that my retirement is safe. Having a union contract will give me that security in knowing that I can retire with a legally binding contractual agreement. It is not a fair democratic practice for Delta Airlines to push for a "no vote" counting as a vote against the union. Delta Flight Attendants deserve the same democratic voting process used in any election in the United States. Anyone who is not a willing participant and does not show up at the polls to vote is not counted as a "yes" or "no" vote, they are simply and fairly not counted. This practice should be the same for Delta Flight Attendants. Any Flight Attendant who is not concerned enough to vote one way or the other should not be counted. Please allow Delta Flight Attendants this democratic process and a legal right to honor the votes of those who care enough to vote.

Respectfully,

Virginia Morgan

", "Va4morgan@bellsouth.net", "morgan9993@bellsouth.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:

Docket Number C-6964

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I'm glad to see that the rules are possibly changing in regards to this up coming election. I don't know of another industry that would take into account people that don't care enough to cast a vote to participate in something so significant. Be fair and only count the people that are willing to stand up and cast a vote and let the chips fall where they may.

Valerie Brennan-Radzavich

", "Valerie Brennan-Radzavich", "v-flygirl@hotmail.com"

"Voting Rights for the 21st Century", "

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the

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Sincerely,
Devon Thompson
2213 Davis Road
Snellville, GA 30087

", "vanup_2000@yahoo.com", "vanup_2000@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Ich denke, dass Sie nicht recht sind. Ich biete es an, zu besprechen.
viagra <<http://t7-isis.org>> viagra online kaufen viagra bestellen

VataOrano

", "VataOrano", "rixitantow@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Vemimecyimpom

", "Vemimecyimpom", "gennidasd@hospedajefotos.info"
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Vernon Avard

", "Vernon Avard", "avard@att.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Veronica F Wilkins

", "Veronica F Wilkins", "wilkins785@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Veronica Geddings

", "Veronica Geddings", "veronicageddings@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Vickey McCord

", "Vickey McCord", "4gab2@comcast.net"
"NMB Election Changes", "As a NWA flight attendant for 25 years I am in favor of the proposed change to the election process, where every vote counts, yes and no. Please vote in favor of the change.

Vicki Blais

BOS FA

", "Vicki Blais", "trailblais@verizon.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Victor Thayer

", "Victor Thayer", "vicmoose724@yahoo.com"

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Victor Vaughn

", "Victor Vaughn", "Vaughnvinc@aol.com"

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Victoria A. Cheek

","Victoria A. Cheek","LoisLan846@aol.com"
"Docket # C-6964", "
Re: Proposed NMB Representation Rulemaking - Docket # C-6964

Dear NMB Members,

My name is Victoria Andrews-Winey and I have been a flight attendant for over 30 years. I am writing to express my strong support for this proposed change and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

Please amend the current NMB rules to provide that a majority of valid ballots cast will determine our representation!

Respectfully,

Victoria Andrews-Winey
New Delta flight attendant
","Victoria Andrews-Winey","vaw@frontiernet.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Victoria Bugbee

","Victoria Bugbee","vbugbee@hotmail.com"
"docket noc 6964","Thank you for making ""every vote count""
","victoria feeley","vickyjean@att.net"
"Proposed NMB Representation Rulemaking-Docket Number C-6964","Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala:

My name is Victoria Rohlfs and I am a 35 year pre-merger Northwest Flight Attendant. I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity to be able to participate in a fair and democratic election process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote. The President of the United States of America, our Senators and those in Congress would not be in office if this method of voting were the norm.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta Airline property. I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.

Thank you for taking the time to read my letter.

Respectfully,

Victoria Rohlfs
Pre-Merger Northwest Flight Attendant

","victoria rohlfs","victoriarohlfs@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Victoria Vaughn

","Victoria Vaughn","Victoriamvaughn@aol.com"
"Voting Rule Change Proposal","In reference to Docket Number C-6964:

To the NMB Board,

I am a Northwest/Delta Airlines F/A. I am writing to let you know that I am in full support of the NMB's proposed change for how

Representational Elections are held. I fully support changing the rule to let the majority of voters determine the outcome of any election. Those of us under the outdated Railway Labor Act are the only group in the country who have to deal with the voters who don't vote as if they voted 'no'. This is not only undemocratic, but it gives the companies against unionization, yet another vehicle by which to try and bust the unionization effort. It has always worked as a detriment to the workers' efforts to organize.

I cannot emphasize enough how important this proposed voting change is to the workforce of industries under the RLA. Especially to the employees at Delta Airlines who are facing two large representational elections in our near future, against a company that is known for their relentless and ruthless tactics against our organizing efforts. Please instate this voting rule change as soon as possible and set those of us under the RLA free of this archaic restraint.

Thank You,
Maureen Vieck
Northwest/Delta F/A
Vieck@aol.com
310-822-7899
4076 Redwood Ave.
Apt.# 6
Los Angeles, CA 90066

","vieck@aol.com","vieck@aol.com"

"Proposed NMB representation rulemaking--Docket Number C-6964","Dear NMB Members: Elizabeth Dougherty, Harry Hoglander, and Linda Puchala, I am writing to express my full support for this proposed change and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation. Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections. Respectfully, LuAnn Villwock A Delta Airlines Flight Attendant

","Villwock","villwock@bevcomm.net"

"Changing airline voting rules","I am strongly against any rule changes for union certifications. The rule proposed would only contribute to minority rule with little or no recourse for the majority.

Vincent A Berardini
72577 Edgehill Dr
Unit 4

Palm Desert, CA. 92260

Sent from my Verizon Wireless BlackBerry

","vince.berardini@gmail.com","vince.berardini@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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Please Help US !!! It is obvious that certain airlines have been doing things differently than a union or a member would necessarily desire for a very long time please help us! Sincerely Vincent Fiorini

VINCENT FIORINI

","VINCENT FIORINI","fiorinivincent9999@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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Virgil Fedorenko

","Virgil Fedorenko","virgfredorenko@charter.net"
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Virginia Wrobel

","Virginia Wrobel","nbrlck@yahoo.com"
"Docket Number C-6964","

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Hilary Virtanen
4208 Hegg Avenue
Madison, WI 53716

","virtanen@wisc.edu","virtanen@wisc.edu"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Today is a wonderful day. The DOT has awarded Northwest and Delta a single operating certificate. Board members, I urge you to please give our labor force the best possible chance to become one, by changing the election rules to a majority of employees voting. We must be kings of

opportunity and not pawns of corpo rate greed. I thank you sincerely for your consideration.

Vivente Osorio

","Vivente Osorio","vicenteosorio@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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vjjbpp

","vjjbpp","petersnecumes1489@gmail.com"
"Voting Rights for the 21st Century",

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election,

non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
VERN RADCLIFF
1038 GUY PAINE RD.
MACON, GA 31206

","vrad@bellsouth.net","vrad@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

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vtocck

", "vtocck", "upturnbrittjv@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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vxfbbw

", "vxfbbw", "petersnecumes1489@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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usa

wafemz

", "wafemz", "freireobiliko1352@gmail.com"
"Security - Access readers", "As a reminder -

When swiping your identification badge to gain access around the NMB suite; please wait for the card reader to flash green before opening any door.

The card readers are a bit more sophisticated than the old readers... Therefore, it takes the card reader almost an entire second to complete its process.

Your patience is appreciated!

Thank you,

Terran Walker

Support Services Specialist

Office of Administration

National Mediation Board

202-692-5003 - Work

202-692-5081 - Fax

","Walker, Terran","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WALKER"
"Re. Docket No. C-6964","To: The National Mediation Board:
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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

It is undemocratic to arbitrarily choose to cast a "no" vote in behalf of a non-voter.

Walter Waldman

","Walter Waldman", "waltwald@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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warren vanburen

", "warren vanburen", "cvanburn@up.net"

"Proposed NMB Representation Rulemaking - Docket Number C-6964", "Date:
11-21-09

Elizabeth Dougherty, Chairman
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Suite 250 East
Washington, DC 20005

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for taking action to ensure that all railroad and airline employees will, at last, be able to participate in a fair and democratic election process to determine the issue of collective bargaining representation.

As the TTD stated in their petition for this change, "The current voting procedures are fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . . Nowhere in American democracy - other than during a union election in the airline and railroad industry - does an eligible voter wishing to sit out an election have his or her silence tabulated as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate playbook is simple: hire union-busting consultants, run voter suppression campaigns that intimidate employees to keep turnout low and count on the NMB's outdated rules to help block unionization, by ensuring that all those who are unable or choose not to participate are counted as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic elections in this country, which hold that the winner of an election is the side that gets the most votes.

Please amend the current NMB rules in representational disputes to provide that a majority of valid ballots cast will determine the craft or class representative. A similar system for elections has been the cornerstone of American democracy for more than 200 years and will work just as well in airline and railroad union elections.

Respectfully,
Waylan Dean Conley-Flight Attendant

", "Waylan Conley", "vertigo4me@yahoo.com"
"Proposed NMB Representation Rulemaking -Docket Number C-6964", "PRINT & SHARE

E-mail: legal@nmb.gov

Fax: (202) 692-5085

Mail and Hand Delivery:

National Mediation Board

1301 K Street, NW

Suite 250 East

Washington, DC 20005,

November 21, 2009

Elizabeth Dougherty, Chairperson
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street, NW
Washington , D.C 20005

RE: Proposed NMB Representation Rulemaking -Docket Number C-6964

Dear Ms. Dougherty, Mr. Hogland and Ms. Puchala, my name is Christine Parker and I am a 35 year pre-merger Northwest Flight Attendant. (Retired).

I am writing to express my full support for the proposed NMB rule change and I commend the NMB Board for taking action to ensure all railroad and airline employees will now have the opportunity , at last , to be able to participate in a fair and democratic election process.

The establishment of the Railway Labor Act in 1926 and amended in 1936 to include airline workers, has been detrimental to workers governed by the RLA in the 21st century , when it comes to the voting process.

There is no other voting procedure in place that allows for people who do not vote to be counted as a vote.

The President of the United States of America , our Senators and those in Congress would not be in office if this method of voting were the norm.

CEOs who are voted in by their Board of Directors would most likely not be at the helm of their company if the current rule for voting under the RLA were in place.

Delta Airlines along with other companies, has a history of encouraging voter suppression as was witnessed in the past two Delta Flight Attendant campaigns for a union , where the rule expresses the votes of those who do not vote, by deceased people, and by people who have left the employ of company prior to a vote taking place.
The 50% plus 1 rule is archaic and needs to be replaced with a more democratic way of voting.

With a new rule of Yes or No and the majority vote ruling, I look forward to the election on the new Delta airlines property.

I ask that the NMB Board amend the current NMB rules in representational disputes to provide that the majority of the valid ballots cast determine the craft or class representative.
Thank you for taking the time to read my letter.

Respectfully,
Christine Parker
Pre-Merger Northwest Flight Attendant (Retired).

", "Wayne & Chris", "wayneparker2@harbornet.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

wayne k. williams

","wayne k. williams","manuwillie@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Wayne Lahti

","Wayne Lahti","w_lahti@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Wayne M. Ervin

","Wayne M. Ervin","ervinxus@yahoo.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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I can't believe we have treated this unfairly for so long. Please implement the new changes.

wayne roth

", "wayne roth", "wcroth@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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<http://mmztdfaiuoux.com/>

wbdsqgrnul

", "wbdsqgrnul", "jiihai@zynitx.com"
"Docket No. C-6964", "Hello,

I am a union member working for a Company which employees over 80,000 full time employees.

I've been a member in good standing with a large union group for 18yrs and have voted along union lines on just about everything throughout my career.

I have served on union committees. I have been a responsible informed union member and I take my vote, my voice, seriously.

I do not support the recommendation of the NMB to change how ballots are counted in union elections.

I ask that you leave the current rules in place as they are.

Recently many work groups have been able to vote for union representation which shows how the current rules allow the process to work effectively.

Thank you for considering my point of view.

Please leave the current rules in place,

Wendy Smith

","Wendy S","edainfo@earthlink.net"

"No Union at Delta for Flight Attendants","Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Wendy Thompson

Smyrna, GA 30082

,"Wendy Thompson","wendygirl@bellsouth.net"

"FW: Comment to the NMB regarding docket no. C-6964",

From: barbara heintz-hannan [mailto:bahh@zoominternet.net]

Sent: Saturday, January 02, 2010 12:31 PM

To: West, Donald

Subject: Comment to the NMB regarding docket no. C-6964

dear nmb members... elizabeth dougherty, chair; harry hoglander, member;
linda puchala, member: i am writing to you in regards to the

proposed nmb rule change for union representation elections (docket no. C-6964). i object to the national mediation board's proposal to change the existing voting rules for representation elections. if the election rules are changed to what the unions call a more ""democratic"" process, they must also include an equal opportunity for employees to petition to become non-union if that is our choice. if you are going to change the rules to make it easier to vote in a union, the same rules should apply to vote out a union. unions are a big business and if they are taking my money and i am unhappy with their performance, then i should have a less complicated way of becoming non-union. i would like you to reconsider the proposed rule change. the existing majority voting rules have worked well for employees, unions, and airlines for 75 years. the rules were written to ensure that unions have the support of the majority of employees. the employees of delta air lines fully understand the existing procedure--send in a card for a ""yes"" vote, do not send in a card for a ""no"" vote. we want to continue to make this important, long term decision about representation through a process that we know and understand under the existing rules. this process is prompt, consistent and fair. please do not change the rules now just to give the advantage to the afa and the iam. i want a fair election under existing rules. thank-you for reading this letter. barbara heintz/flight attendant for delta air lines

", "West, Donald", "/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=WEST"
"Docket Number C-6964", "In regard to Docket Number C-6964

I'm a flight attendant employed by Northwest/Delta that will be affected by the ruling of Docket

Number C-6964.

The foremost thing for me on this issue has always been =

If it is valid to say that if you DO NOT vote it counts as a ""NO"" vote
THEN it is just as valid to say if you DO NOT vote it counts as a ""YES""
vote

Would any other election...(federal or state) count votes of people who did not vote?

Are we not equal under the law?

Count the votes of those who have submitted a vote.

Thank you for your consideration and time.

Mary Stone
PreMerger NWA employee 091878
", "Wethestone3@aol.com", "Wethestone3@aol.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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wezswf

", "wezswf", "mcgreevycolunynyt1348@gmail.com"
"NMB Meeting DEC 7th", "To whom it may concern,

I wrote a request to attend the NMB meeting on Dec 7th over the procedure on the way we will vote a union in.

I have spoke with several of Delta flight attendants that were invited, I am writing as a Pre merger Northwest flight attendant that is very concerned over this new policy.

I had a hard time sending my letter it kept coming back however I did have a reporter call me in Atlanta because she saw my letter.

I did not want to come to DC on the 7th and not be able to get into the meeting so please inform me if its full???

Thanks much

Wayne Hocking 734-634-0475

wflyboy@aol.com

Subject: The New Delta Airlines/No Way AFA-Mary Johnson

Date: Fri, 06 Nov 2009 10:29:37 -0500

Dear Mary Johnson,

I am writing for a couple different things.

I am a 20year Flight attendant I was former Northwest Airlines and now I am with The New Delta which is a very exciting part of my flying career. The largest global carrier in the world,22,000 Flight Attendant Strong.

I was very active with the union for my whole career at NWA and now I am wanting to try the New Delta union free No more Drama I want to work side by side with the company and make this company the best company to work for with out the fighting (Negotiating),I am no longer in having someone speak for me I am ready to take the full advantage of this merger union free and have our own voice.

I am very concerned after years of the voting procedure that the NMB is trying to chance the way we vote giving the advantage to the union.

I belong to Deltas No Way AFA group that is campaigning against the union trying to keep the Delta culture Genuine by keeping it union free NO DRAMA.

If need be in the future we as one carrier combined can vote a union in this will put us on neutral ground.

On Dec 7th in DC there is a meeting there will be a meeting on this subject and I am submitting my request to you to attend at this point just to listen and I am available anytime to contact as a former NWA employee against the union.

Its not that the union has done anything to me I just think in general unions are not needed.

They are Now causing a further delay on this vote by the procedure change and this is causing division between airlines as well as not allowing us to combined flying the first part of 2010.

I am hoping that I will be invited to attend this meeting on the 7th of dec and maybe 8th with a few of my team members.

Please let me know if I have contacted the correct person I know that the deadline is the 20th of Nov.

I truly do not understand how an airline such as air 3000 and Compass airline can use the old procedure of voting and Delta has another delay to wait on this very unfair voting procedure change,in the unions favor.

And I am not sure why the president of the AFA pat friend is not even a line flight attendant any longer however she is a Huge part of this vote procedure change?????

Thanks for your consideration on my coming and listening in on the meeting on the 7th,look forward to hearing from you soon

This is from docket 6964

I did write my GA senator about this subject as well

Sincerely

Wayne Hocking 734 634 0475 Cell The New Delta Rocks

", "wflyboy@aol.com", "wflyboy@aol.com"
"new union voting rules", "i fully support the change to the nmb is proposing so that only the employees who vote will determine the outcome. I think it is absurd that companies try to spin the truth by saying a minority of employees will determine the outcome--they do not realize that if they would stop intimidating the employees with regards the the union all could vote and the outcome could be determined by 100 percent of employees. If the rules are okay to determine who will be president -it should be okay for a union vote.
", "Wilawan Wiriyachitra", "wilawan.wiriyachitra@nwa.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

William DeMauro

", "William DeMauro", "demauij@verizon.net"
"Rule change.", "Here is what I propose. If the unions want to change the rules that they have fiercly defended all these years, then I suggest a couple of amenments to the change.

First, make where if a union gets in, the employees should decide whether they want to actually belong to the union or not. No "everybody to be a member" nonsense. Nobody has the right to tell me that I have to be a member of an organization because a few of my fellow employees want union representation.

Second, if the unions want to make it easier to get in, then it should be set up where it's just as easy for the employees to decide to boot them out. If a simple majority of the votes cast can get them in, the same rule should be able to get them out. The only reason they want to do this, is unions have been trying to get into Delta ever since I can remember, and after 20 plus years, have been soundly rejected every time. It's an act of desperation on their part. A union is not needed here at Delta, nor is it wanted by the majority. This proposed rule change proves that they are not really interested in the employees. If they were, then they should learn from the past that they are not wanted here.

Michael Wilkes/Mechanic with Delta Airlines

", "Wilkes, Michael", "Michael.Wilkes@delta.com"

"Docket # c-6964", "Sirs,

It is time to allow each person to decide for themselves if they want to join a union. Counting those that do not vote as no's is undemocratic. In political elections, if citizen's decide not to vote they are not counted as no votes, why should a representation election be treated any differently?

Please make this change so the unorganized can have a fair election.

Thank you,

Roy H Wilkinson

12230 NE 169th St.

Bothell, WA 98011-7126

", "Wilkinson, Roy H", "roy.h.wilkinson@boeing.com"

"NMB Docket Number C - 6964", "Dear NMB members,

I am writing to express my concerns about the National Mediation Board's proposal to change voting rules for representation elections.

I have 2 main concerns. One is unity and the other is unintended consequences.

Unity. As Chairman Dougherty references in the dissension, ""(a) union without majority support cannot be as effective in negotiations as a union selected by a process which assures that a majority of employees desire representation."" Unity and resolve are the vital components for successful and sustained results by a union/employee group. Achieving unity is difficult at best. Once established, it can be quite fragile. A scenario where leadership of a union, voted in by the minority, is tasked to establish unity would be quite daunting. The fact that the union was voted in by the minority would only add to the rumors, innuendo, and misinformation which inevitably circulate. A hurdle of '50% plus one' of the entire work group seems a minimal requirement for an effort to achieve unity.

Unintended Consequences. There are innumerable instances where good intentions and will lead to undesired results. Opening the 'can of worms' that could lead to a union voted in by a minority has unknown repercussions. One need look no further than the outright buffoonery presently playing out at the US Airways/America West pilot union to imagine detrimental results. As the saying goes, be careful of what you wish for....

Thank you for your time,

Captain Bruce Willard

FedEx Express

ALPA member 1059542

","willard","margarita41103@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

Representation elections for airline and railroad workers should be decided by a majority of employees voting, just like every other election in America today.

It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

willard mcphail

","willard mcphail","willard.mcphail@nwa.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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William A. Miller

","William A. Miller","bmiller1230@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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william c ritchie

","william c ritchie","bigwill2666@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
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William E Dragony

","William E Dragony","billdchis@yahoo.com"
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William E. Jacobsen

","William E. Jacobsen","wejacob@comcast.net"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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William F Boutwell

", "William F Boutwell", "wilboutwell@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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In a lot of cases important legislation would not be passed if our legislators had to follow the same voting rules. Think how this would effect our government and country. Why should we be denied the same democratic process???????

William F. Stevens

", "William F. Stevens", "wfrankstevens@yahoo.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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WILLIAM FALCONER

", "WILLIAM FALCONER", "WAFALOT@COMCAST.NET"
"nmb docket number c-6964", "to the nmb,

please support the change to support a fair and democratic ballot for representational elections in the airline industry.

thanking you in advance,

william j. goodnick
240 north main st.
waterloo, il 62298
", "william goodnick", "bikrbill@htc.net"
"Docket No. C-6964", "Hi,
I support the Change! Thanks for supporting workers who need your help.
Bill Ianuzi
Flight Attendant

Bing brings you maps, menus, and reviews organized in one place. Try it now.
<http://www.bing.com/search?q=restaurants&form=MFESRP&publ=WLHMTAG&crea=TEXT_MFESRP_Local_MapsMenu_Restaurants_1x1>
", "William Ianuzi", "ianuzi@hotmail.com"
"Docket No. C-6964", "To : The members of the National Mediation Board

?

I am writing the National Mediation Board to urge them to change the current rules about union elections and the voting process. This board has a unprecedented chance to change the status quo of elections in regards to voting practices and regulations. It would be a shame if any members of this panel would vote against the basic principles of this country in regards to voting democracy. With the way the National Mediation Board voting system is set up currently it creates injustice for all members of the rail and airline transportation sector.

I strongly urge this panel on the National Mediation Board to reconsider the current status quo and leaving the system the way it is currently. It would allow people who fail to vote to count as a no vote. It would penalize all employees who are looking for an unbiased voting practices that we hold dear and sacred. I would urge the board to set up the rules to mirror how the voting practices of today are held.

As I'm sure you are aware the National Mediation Board was created in 1934. During that time many things have changed by the U.S. Congress and States authority with regards to voting practices. Why should our sector the airline and railways be un-fairly punished due to a lack of progress. We want the same rights as the other sectors have had since 1934. A chance to change things for the better and created a true democratic form of voting within the National Mediation Board guidelines. Certainly you must all agree that this would be a step backwards if you were unable to change the current status quo.

I personally believe that one must vote a yes or no to have there voice heard within a democracy. If the board fails to change the current rules then all hope is lost in a equal and unbiased system. If a person fails to vote on an issue such as a union. Why should they be automatically counted as no vote? If this current practice is allowed to continue it would certainly be biased and unjust to the groups of the rail and airline transportation industry who want fair and democratic elections. We need leadership from the National Medication board to bring us into the 21 century. Please I urge you to change the rules in the name of Democracy and Justice.

A few US President said a few things about these topics which can relate to our current situation:

The margin is narrow, but the responsibility is clear. -John F. Kennedy

Even Dwight D. Eisenhower had something to say: The future of this republic is in the hands of the American voter...

Please lead us into the future, a fair vote, a hope for what is right and just.

?

Sincerely,

William London

Delta Airlines

NYC - Based Flight Attendant

","William London","sky2college@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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William Lopez

","William Lopez","footballpilot101@gmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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William Porter Jr

","William Porter Jr","porterfam92@msn.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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Please consider a favorable vote to this proposal.

William Priester

","William Priester","bill2ua@hotmail.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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William R Sanders

","William R Sanders","steelig21@hotmail.com"
"reference docket number C-6964","i am a pre merger northwest employee which is now delta airlines. i fully support the rule change to make union voting elections fair. with the current rules workers who are no longer with the company and also retired and dead are being counted as no votes which gives these companies an unfair advantage since the meadiation board has no way to tell whoes active employees from whoes not. also if a worker doesnt actually vote it is unfair to assume them as a no vote as the mediation board based on what ive been reading sees that the current rules are unfair . this proposed rule change would make this election fair and it is long overdue that this current one in effect gets a major overhaul my name is william c ritchie and i am part of the iam district 143 in minneapolis for northwest/delta airlines

","william ritchie","bigwill2666@yahoo.com"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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William Shomo

", "William Shomo", "wb1340@verizon.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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After 26 years of service with Northwest Airlines, paycuts, bankruptcy, the time is now for a fair election. Too much time has passed and we must come together to make this the Best Airline ever!!

William Stein

", "William Stein", "wsteinway@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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The whole Railroad Labor Act needs to be updated. This would be a good start. Thank You.

William T. Short

", "William T. Short", "wtshort1@hotmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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NMB: Airlines have had this unfair advantage for too long. It is unacceptable. Please get this right and give us the rights we deserve.

William W Stafford

", "William W Stafford", "staffordw16@yahoo.com"
" Docket Number C-6964 Comment", "I fully support the proposed rule change, so only votes cast in a union representation election are counted. I don't know of any other election in the United States, including corporate stockholder votes, where an abstention is counted as a "no" vote. The term for the current procedure is ballot box stuffing, and it has no place in any election. The union representation election process must be done democratically, just as it is done in every other election in our country.

I strongly disagree with anyone who says this rule change will result in minority rule. Quite the opposite is true. Everyone will have an equal opportunity to vote yes or no just as in any other election. Whether or not they exercise that right to vote is up to the individual, just as in any other election. However, it is not fair for someone to assume that by abstaining or just failing to vote for whatever reason that the individual must have meant to vote no. No one can make that decision other than the individual voter.

The current process is so flawed and unfair. I cannot believe it has gone unchallenged for so many years. It is outrageous that companies can attempt to intimidate employees into not voting and then call that a vote against the union. That's how voting is handled in Communist countries. The last time I checked, the United States was still a democracy. Let's ensure that our country remains a democracy.

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

Sincerely,

Nalan Williams

Delta Flight Attendant

NYC

","Williams, Nalan X","Nalan.X.Williams@delta.com"
"2009 CFC Update","Hello Everyone:"

As of today, November 17, 2009 NMB has collected \$2962 which is 19% of the agency's goal. Thanks in advance for your contributions and continuous support in the agency's CFC success

Samantha T. Williams

National Mediation Board

1301 K Street, NW Suite 250-E

Washington, DC 20005

202-692-5006 Phone

202-692-5081 Fax

","Williams, Samantha","/O=NATIONAL MEDIATION
BOARD/OU=DOMAIN/CN=RECIPIENTS/CN=SW0402"

"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

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Wilman Torres

", "Wilman Torres", "willyt248@yahoo.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change.

It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes. Weird!

A majority of votes cast is how other union representation elections are determined, and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way. The RL Act is an unfair and discriminatory election practice against working Americans.

Why should union elections be judged any differently than any other civil elections?

Sincerely,
Kristen Zehner
118 Blue Spruce
Marshall, WI 53559

", "wimhoa@charter.net", "wimhoa@charter.net"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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Windell Gregory

","Windell Gregory","dist19wgreg@bellsouth.net"
"NMB Election Process","The current National Mediation Board voting method is flawed and unpatriotic. I applaud those individuals on the NMB who voted in favor of changing the current practice to a majority rule vote based on the number of votes cast, a truly democratic process. I urge the NMB to adopt this newly proposed election process.

Notice: This message is intended for the addressee only and may contain privileged and/or confidential information. Use or dissemination by anyone other than the intended recipient is prohibited.

","Windsor Leonora","lwindsor@iamaw.org"
"Re. Docket No. C-6964","To: The National Mediation Board:
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jhpugj <https://launchpad.net/~textorobipan1563> best price levitra yfitmk
best price levitra <<https://launchpad.net/~textorobipan1563>> gabbeh
<https://launchpad.net/~textorobipan1563> - best price levitra ymbbqx [url
- <https://launchpad.net/~textorobipan1563> best price levitra tvqlnn
<https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg pmlly buy
levitra 20 mg <<https://launchpad.net/~jpdpegboardfrench>> lkzmbp

<https://launchpad.net/~jpdpegboardfrench> - buy levitra 20 mg lopamn [url
- <https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg

wlqmsu

", "wlqmsu", "textorobipan1563@gmail.com"
"Re. Docket No. C-6964", "To: The National Mediation Board:
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car <http://wiki.openqa.org/display/~zithromaxforsale> zithromax for sale
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wnfytp

", "wnfytp", "luceroteuptown@gmail.com"
"Proposed NMB Rule Change For Union Representation Elections(Docket No. C-6964)", "Please see attached document
", "Wong, Pete", "Pete.Wong@delta.com"
"union rule changes", "11/19/2009[DATE]

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important,

long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Workman, Brent", "Brent.Workman@delta.com"

"Re: Proposed NMB Rule Change for Union Representation Elections (Docket No. C-6964)", "Dear NMB Members:

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Sincerely,

Jody Worrell

", "Worrell, Jody", "Jody.Worrell@delta.com"

"Re docket C-6964", "Re: docket number C-6964"

To the Members of the National Mediation Board:

I am a Delta Air Lines Flight Attendant. I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Thank you, Robert R Rosser

", "Write2Robb@aol.com", "Write2Robb@aol.com"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
William Bashlor
1525 Dean Forest rd
1525 dean forest rd
Savannah, GA 31408

", "wsbashlor@aol.com", "wsbashlor@aol.com"
"Docket Number C-6964", "

members of the National Mediation Board

Dear members of the National Mediation Board,

I strongly support the Board's proposed union representation election rule change. It is completely inconsistent with American democratic processes and traditions for non-voters to be counted as no votes.

A majority of votes cast is how other union representation elections are determined and in this day and age there is no good reason why Railway Labor Act elections aren't determined the same way.

Sincerely,
Kim Genich
2020 University Ave.
Apt. 317
Madison, WI 53726

", "wschmidt@library.wisc.edu", "wschmidt@library.wisc.edu"
"Re. Docket No. C-6964", "To: The National Mediation Board:
Docket Number C-6964

I am writing to support the NMB's proposed change to NMB Election Rules.

The current rules have been manipulated for years to deny workers' rights and have created an unfair obstacle for air and rail workers seeking lawful union representation.

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It is time to give aviation and railroad workers the same voting rights and the same opportunities to have a union that are enjoyed by workers in every other major industry.

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wzbgak

","wzbgak","craseeicili1975@gmail.com"

"Re. Docket No. C-6964","To: The National Mediation Board:
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","xactxb","stanfordqkaustria@gmail.com"

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xbildm

", "xbildm", "tadlockcikuiqe1661@gmail.com"
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xgjhke

", "xgjhke", "jpdpegboardfrench@gmail.com"
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in usa

xkyopu

","xkyopu","craseeicili1975@gmail.com"
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[url]<http://www.playlist.com/blog/entry/12644338435>[/url] mail order
viagra

xobrkt

","xobrkt","bartolookogukek1645@gmail.com"
"Ref voting rule change","I have been with Delta Airlines for 34 years
and feel that a rule change will not make a difference in the outcome of
any election because folks knew that if they didn't vote it was a no
vote. Now you will force them to vote and believe me they will vote. I
have not needed a union for 34 years but stricter standards on BOD's and
CEO'S would help tremendously. My fellow colleagues at Delta and many I
have met at NWA do not want the IAM and they will be voted out. Why you
feel it's necessary to change the rule is my guess more political than
useful.....Thank you,

Ron

Gwynn

","yellowtop1@bellsouth.net","yellowtop1@bellsouth.net"
"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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- <https://launchpad.net/~jpdpegboardfrench> buy levitra 20 mg

yhtyqf

", "yhtyqf", "textorobipan1563@gmail.com"
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ylouuu

", "ylouuu", "craseeicili1975@gmail.com"

"Re. Docket No. C-6964", "To: The National Mediation Board:
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Yvette Baez

", "Yvette Baez", "yvibaez@yahoo.com"

"Docket No. C-6964", "November 20, 2009

Yvonne M Bowling

121 S Biggs

Belleville, MI 48111

Re: Proposed NMB Representation Rulemaking - Docket Number C-6964

Dear NMB Members,

I am writing to express my full support for this proposed change, and I commend the Board for

taking action to ensure that all railroad and airline employees will, at last, be able to participate

in a fair and democratic election process to determine the issue of collective bargaining

representation.

As the TTD stated in their petition for this change, "The current voting procedures are

fundamentally unfair and encourage and reward employer-run voter suppression campaigns . . .

Nowhere in American democracy - other than during a union election in the airline and railroad

industry - does an eligible voter wishing to sit out an election have his or her silence tabulated

as a NO vote by virtue of non-participation. Permitting such a veto-by-silence or inaction

obviously sabotages the expressed will of the voting majority." It is inconceivable that anyone

would presume to decide the will of a non-voter.

The current, antiquated, rules provide an unfair advantage to management. The corporate

playbook is simple: hire union-busting consultants, run voter suppression campaigns that

intimidate employees to keep turnout low and count on the NMB's outdated rules to help block

unionization, by ensuring that all those who are unable or choose not to participate are counted

as ""no"" votes.

The Board's current election procedure is contrary to the basic principles of democratic

elections in this country, which hold that the winner of an election is the side that gets the most

votes.

Please amend the current NMB rules in representational disputes to provide that a majority of

valid ballots cast will determine the craft or class representative. A similar system for elections

has been the cornerstone of American democracy for more than 200 years and will work just as

well in airline and railroad union elections.

Respectfully

Yvonne M Bowling

Flight Attendant

","Yvonne Bowling","skygirlvon@att.net"

"Re. Docket No. C-6964","To: The National Mediation Board:

Docket Number C-6964

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yztzec

","yztzec","craseeicili1975@gmail.com"
"NLRB rule change","

To Elizabeth Dougherty, Chair
Harry Hoglander, Member
Linda Puchala, Member
National Mediation Board
1301 K Street N.W.
Suite 250 East
Washington, D.C. 20005-7011

Madam's and Sir,

I am writing to express my SUPPORT for the NMB's proposal to
change the voting rules for representation elections.

I am a 33 year flight attendant, going thru my 3rd merger,
4th airline in my career. I have been a union member the entire time.
I have seen the last three airline's management try to
usurp the work rules and work conditions of the working force. I have
come to believe that the only way to protect and preserve our living
wage and fair working conditions is to have union representation.

All we ask is to have a fair democratic election. I will
accept any outcome, positive or negative. But the notion of the OLD
rules that counts a non- vote as a

NO vote is totally undemocratic. Only people that get off
the couch and take the time to vote are the votes to be counted. It
is insane to reach any other

conclusion. I have voted in every election, local and
national, since I turned 18. Have I voted for the winning side every
time, no. But I took the time to take

part in the process. I expect the same logic in your
decision about amending the ancient rules of the original RLA. Even
the constitution of the United States

has been amended, many times, to allow for changes in our
history.

So I strongly support you bringing the NRLA rules into the
21st century. Make every vote that is CAST count. That is true
democracy.

Thank you,

Stephen Ziegler
Delta/Northwest career flight attendant

","Ziegler Steve & Jamie","ziegler@cox.net"
"Re. Docket No. C-6964","To: The National Mediation Board:
Docket Number C-6964

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zizaor

","zizaor","catlinpenigas1521@gmail.com"
"","November 17, 2009

Elizabeth Daugherty, Chair
Harry Hoaglander, Member
Linda Puchula, Member
National Mediation Board
1301 KStreet NW
Suite 250 East
Washington, D.C. 20005-7011

RE: Proposed NMB Rule Change for Union Representation Elections Docket
No. C6964.

Dear NMB Chair and Members:

I would to express my full support for this propose rule change. My company Delta Air Lines, is asking us to write to oppose for this change. I personally think the company should not interfere with the employees decesion of what is better or what is worse for the employees. For last elections we have had it has happened the same, where Managers and Supervisors will try to pursue us not to vote or go against the union. I think this propose for a change it will give US the right of the freedom of speech and fair voting.

Thanks in advance,

B. Hale
Delta Flight Attendant

","zm 2","zeiser2@hotmail.com"
","November 16, 2009

Elizabeth Dougherty, Chair

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street N.W.

Suite 250 East

Washington, D.C. 20005-7011

Re: Proposed NMB Rule Change For Union Representation Elections

(Docket No. C-6964)

Dear NMB Members:

I am writing to express my objection to the National Mediation Board's proposal to change the long-standing voting rules for representation elections.

The proposed rule change would allow a union to be voted in by a small fraction of employees, so the fate of an entire workgroup could be dictated by the decision of a few. I am most concerned that under this proposal, once a union has been voted in, it might never have to stand for re-election. If the election rules are changed to what the unions call a more "democratic" process, they must include an equal opportunity for employees to petition to become non-union if that is our choice. It's not fair or democratic to make it easier to vote a union in, and then not allow us an equal way to change our minds.

The unions say there is a process to become non-union, but I understand it is so complicated it is just about impossible to do in a large group such as ours.

Additionally, the IAM and AFA recently withdrew their filings for representation elections at Delta, more than a year after our merger took place. The timing between the NMB's proposed rule change and the withdrawals by the IAM and AFA are cause for concern. There is no good reason why union elections continued to move forward at other airlines while Delta employees are singled out for delay and left waiting in limbo. We deserve to have representation issues resolved and behind us.

I strongly urge you to reconsider the proposed rule change. The long-standing majority voting rules have worked well for employees, unions and airlines for 75 years and were written to ensure unions have the support of the majority of employees. We want to continue to make the important, long-term decision about representation through a process that is run in a prompt, consistent and fair way.

", "Zuniga, Gilda", "Gilda.Zuniga@delta.com"
"docket number C-6964", "My name is Angela Ashton and I am a Delta Flight Attendant. I am in favor of the proposed change to the representational voting methods. I support a yes/no ballot for a truly fair and democratic voting process. Please allow ALL voices to be heard in our future elections. Thank you.
", "Angela Ashton", "alonelylioness@comcast.net"
"Voting Rules", "Hello: My name is Anne Toombs and I am writing in favor of the proposed change to the representational voting rule. I support a Yes/

No ballot. I will be participating in the upcoming representational election for Delta Flight Attendants.

Thank you for your time.

Anne

", "Anne Toombs", "banana@digis.net"
"Voting Rights for the 21st Century", "

Chair Elizabeth Dougherty
DC

Dear Chair Dougherty,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of vote

Sincerely,
Hunter Davis
Buford hwy
Alanta, GA 30582

", "Blhunter1@yahoo.com", "Blhunter1@yahoo.com"
"vote..", "Am excited about the new voting process..and your letter to DAL. Keep up the fight..Cap Olson

", "Cap Olson", "nwacappy@gmail.com"
"C-6964", "Please adopt the rule changes to the Railway Act. I favor proactive voting, it is the American way.

--

Charles Showalter
The Union Edge Talk Radio Show
WKFB 770 AM Pittsburgh
Call in line 412 829-7100
Visit Our New Union Store
<http://www.TheUnionEdge.com>

http://www.WFRNLive.com
412 855-6664
I am AFTRA!

","Charles Showalter","wfrnlive@gmail.com"
"WON BY THE VOTERS, NOT VOIDED BY THE SILENT", "<mhtml:%7B9C1016F5-EB4D-4DE3-B746-815A0ECCD54C%7Dmid://00000292/%21x-usc:mailto:legal@nmb.gov>
Dear National Mediation Board,

I am a former Republic Airlines flight attendant, a current Northwest Airlines flight attendant and a New Delta flight attendant. My Northwest employee number is 121895. I have been a flight attendant for 30 years.

I am in FAVOR of the NMB changing the voting rules so the majority of voters can make the decision on whether their group is represented by a union or not. For the transportation industry, aviation and railway workers, this Rule Change is long overdue.

Amoral management types, e.g. Frank Lorenzo types, thrive on decreasing the work rules and pay and benefits whenever they can take that money out of the workers pockets to put into theirs. It is nearly impossible for one underpaid flight attendant to take on injustice forced upon them when management rule changings are unilateral. Why is this important to my comment? Because many Congresspeople and Senators are being per\$uaded by top management to ask you to NOT change the rule and to NOT allow transportation workers a true democratic vote. The outdated 50%+1 rule is not democratic nor is it used anywhere else.

Please let the NMB change the voting rule so the ""For/Against Union"" vote can be WON BY THE VOTERS, NOT VOIDED BY THE SILENT.

Thank you,
Clayton Reid

","Clayton Reid, III","claytonreid3@gmail.com"
"Voting process for airline and railway employees", "To Whom it May Concern,
I beg you to repeal the grossly outdated voting practices for airline and railway employees. I can not understand how the current process can be considered as a ""democratic process"". Please return the process to one similar to how we vote for our elected officials in this country! If someone chooses not to vote that is there prerogative, but this should not be counted as a ""no"" vote. Let the votes be counted as they are cast, not how they are not cast.
Sincerely,
Dan Nuzzo
13705 SE Angus St
Vancouver, WA 98683
","Dan Nuzzo", "dnuzjr@comcast.net"
,"As an airline employee, I feel that the way things have been slighted for companies and against fair elections, the changes proposed to the NMB

would bring your representative elections in order with the rest of the free world style elections.

David Carr
3761 Barron Rd
Memphis tn 38111

","david carr","puppydivers@yahoo.com"
"Proposed NMB Representation Rulemaking","Greetings. I am writing to endorse the proposed change in NMB voting procedure so that a majority of those voting determine the outcome.

Employers in both the transportation sector and overall private sector have exhibited a willingness to combat union organizing through legal and illegal means at least since the 1970s. The workers' right to organize is in danger even as employers have formed alliances to maximize their market and political power with minimal scrutiny.

It stands to reason that voting majorities should rule, and that airlines and railroads should not retain incentives to suppress the vote as a covert weapon. Let the employees have a reasonable opportunity to secure representation through open and democratic procedures.

David Jacobs

--

David C. Jacobs
Earl Graves School of Business and Management
Morgan State University
Baltimore, Maryland
<http://sites.google.com/site/dcdavidjacobs/>

BUSINESS SCHOLARS SUPPORT THE EMPLOYEE FREE CHOICE ACT
<http://dc.david.jacobs.googlepages.com/businessscholars.html>

New Business Scholars' Petition Website
<http://www.americanrightsatwork.org/employee-free-choice-act/allies-taking-action/business-scholars-20080626-665-279-279.html>

","David Jacobs","dc.david.jacobs@gmail.com"
"Voting Rights for the 21st Century",

Chair Elizabeth Dougherty

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The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Lonnie White
8495 Belvedere Street SW
Byron Center, MI 49315

","Fox_Mulder773@yahoo.com","Fox_Mulder773@yahoo.com"
"rule changes","i agree with the change and it is about time that voting
is done fairly."
","frank mcneil","frankntricia@aol.com"
"proposed nmb representation","

I am opposed to the rule shift that allows
union certification with a majority of votes
rather than a majority of eligible workers.
","Hap Lundquist","hap@lundquist-associates.com"
"Docket No. C-6964","Dear Sir or Madam,

I recently learned about a proposed change relating to union elections. It is my understanding that in the past, the requirement was ""a threshold of majority of votes from all employees eligible to vote."" The proposal is for ""a threshold of majority of those voting."" I believe this change will reflect the true intention of the members who vote and will encourage more active participation.

Sincerely,
Rep John Persell

John Persell
Minnesota House of Representatives
529 State Office Building
100 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, Minnesota 55155
651.296.5516
rep.john.persell@house.mn

","John Persell","rep.john.persell@house.mn"
"Docket No. C-6964","To NMB Members,

I am writing to urge you to change the way union elections are conducted in airlines and railroads. The current system is unfair to workers and grossly biased toward employers. If we held our elections for public representatives in this fashion in which an abstention counted as a vote for none of the above. Few, if any of our congressional representatives and senators would occupy their seats since the seats would be vacant when fewer than 50% of adults voted.

The claim that ending the current absurd practice would result in drastic increases in labor strife is ridiculous. The NMB would retain the ability to control the right to strike and so forth.

The reason that Delta, FedEx and others companies oppose the proposed election changes is simply that they do not want their employees to have any real participation at work. It is patronizing and anti-democratic to continue to the current practice.

I encourage you to put in place the proposed changes to the ballot procedures.

Thank you,
Joshua DeVries
1305 E M Franklin Ave
Austin TX 78721
","Joshua","joshua@brainhotel.org"
"Voting Rights for the 21st Century","

Member Linda Puchala

Dear Member Puchala,

I write to register my strong support for a change in the National Mediation Board's ("NMB") policy to allow a majority of workers who cast ballots to determine the outcome of union representation elections in the airline and railroad industries as is the case in all other industries. The NMB is alone among governmental agencies in requiring that a union obtain a majority vote of all those employed in a system-wide craft or class of an airline or railroad in order to win union representation. Thus, under the current rule, if fewer than fifty percent of the workforce participates in the election, non-voters are counted as "no votes" and union representation is lost regardless of the number of employees who actually voted in favor of the union. Thus, airline and railroad management are rewarded for suppressing their own employees' participation in an NMB-sponsored election. This is unfair and stands in contrast to the rules applied in our democratic system in America's general elections where a majority of votes cast determine the outcome regardless of the number of voters that participated in the election.

The NMB's policy first applied in 1934, more than seven decades ago, which may have been born of concerns concerning communications with employees in distant locations, is no longer valid in the modern era. With today's multiple means of electronic and telephonic communications, and the NMB's own electronic voting system, a "super majority" vote is no longer necessary to insure broad participation and the Board's policy should be updated to become more democratic in meeting the needs and realities of the 21st Century.

Sincerely,
Rhonda Hammond
P O Box 1154
Pooler, GA 31322

","KSweetGAPeach@aol.com","KSweetGAPeach@aol.com"
"Docket Number C-6964, CFR Parts 1202 and 1206, RIN 3140-ZA00, PROPOSED CHANGE IN REPRESENTATION ELECTION PROCEDURE BY THE NATIONAL MEDIATION BOARD","TO THE MEMBERS OF THE NATIONAL MEDIATION BOARD, ITS SUPERVISING AGENCY(s), AND OUR PRESIDENT, MR. BARACK OBAMA

Re: Docket Number C-6964, CFR Parts 1202 and 1206, RIN 3140-ZA00, PROPOSED CHANGE IN REPRESENTATION ELECTION PROCEDURE BY THE NATIONAL MEDIATION BOARD

Dear fellow citizens,

Your subject proposed change, copy attached, is highly unacceptable, for the following reason: IF a union desires to represent the employees in an industry, common sense dictates that - in our democratic nation, at

least - A MAJORITY OF THOSE EMPLOYED IN THAT INDUSTRY must vote BY SECRET BALLOT to certify that union as their collective bargaining agent.

Were the change, which you propose, to take effect, then the road would be open for all kinds of voting shenanigans by union organizers and others who wish to turn America into a socialist society, one in which the desires of an elitist few were forced upon the proletarian many.

The principal effect of your change would be to completely circumvent the democratic principal of "one man, one vote". That runs contrary to our U.S. Constitution, a document revered and respected by all of us, I'm sure.

My comment is NEGATIVE. I disapprove of your proposed change.

Hopefully, many others will join me and will register their comments with you prior to your 4 Jan 2010 comment period deadline.

Sincerely,
Ludwell L. Pickett
P. O. Box 1818
Gloucester, VA 23061
(804) 693-2133
pickettll@earthlink.net

","Ludwell Pickett","pickettll@earthlink.net"
"Fair vote","As a 35 year, original Delta Flight employee I am very interested in a fair election at Delta. The company has a history of interference and intimidation.
All I ask is a fair election. Please, change the voting procedure so that A fair vote will be insured. Delta will not produce an honest seniority list. They include people who are not eligible to vote and deceased persons.
People who do not take the time to vote, who are not interested should not be given a voice.
Please, give us the same voting procedure that is used in electing our politicians. The majority of the people who vote should be the determining factor.
Thank you for considering to my opinion.
Sincerely,
Mary Missere
Delta Flight Attendant 526874

","mariliz2@aol.com","mariliz2@aol.com"
"Proposed National Mediation Board Representation Rulemaking","To Whom It May Concern,

I am writing to day to let you aware that I am in SUPPORT of your new voting rule change. I believe voting will be truly democratic if the change it made.
Thanks you for your time and efforts in this cause.

Sincerely,

Mary Goonen

Florida Resident

", "MGoonen", "goonen@me.com"

"Proposed NMB representation rulemaking--Docket number C-6964", "November 23, 2009

Elizabeth Dougherty, Chairperson

Harry Hoglander, Member

Linda Puchala, Member

National Mediation Board

1301 K Street NW

Washington, D.C. 20005

RE:: Proposed NMB Representation Rulemaking-Docket Number C-6964

Dear Ms. Dougherty, Mr. Hoglander, and Ms. Puchala,

I am a 25 year pre-merger Northwest Flight attendant.

I am asking that the NMB amend the rules in representational disputes to provide that the majority of valid ballots cast determine the outcome of our vote for a union on the Delta property. This proposed rule change in the RLA would be a more democratic way of voting. No longer would a 'non vote' be counted as a NO. With a new ruling, a YES or NO on the ballot, assures that flight attendants are taking control of their own destiny. No longer would ineligible names be included in the voting process. The archaic 50% plus 1 rule must be changed.

I have another reason to support the rule change, maybe somewhat selfish, on my part. You see, my daughter, Kristine Hubbard is a 10 year flight attendant for pre-merger NWA. For Kristine, and all the others dedicated to this career, I wish for them a means to self-determination.

Thank you for your attention to this matter.

Phyllis K. Miller

", "Phyllis Miller", "phyllis@fhhardware.com"

"Please resolve this issue quickly.", "My name is Raymond Redford. I work in the Cargo Call Center at Minneapolis and am under the office/clerical dept of the IAM, NW employee number 259316/DL employee number 482086 (in case verification is needed). I am writing in hopes that you will resolve the issue as quickly as possible regarding union representation issues between the IAM and Delta Airlines.

You see I don't make a lot of money, \$12.25 an hour to be exact, this princely sum after being gainfully employed by Northwest/Delta for the past 6 years, having endured many hardships along the way, from paycuts, bankruptcies, mergers etc during that time. In the past year the IAM basically voted to raise my union dues from \$33 to almost \$50 without any input from me whatsoever. I hear rumors in the hallways that the IAM is prepared (dare I say hoping?) to drag out these negotiations with Delta and the NMB and put off elections for several months, possibly even years. I'm not sure exactly what that means to others, to me it means not only \$50 a month but about \$3 an hour raise (DL payscale would have me making \$2694/month divided by 173 work hrs a month equals \$15.54hr), matching 401 (k) contributions, better benefits and an overall better relationship with the managers I work for.....all of which is being further delayed unnecessarily by any and every legal and political maneuver the union and their well paid (by people like me) attorneys can muster. I'm forced to pay dues to a union I do not want and that does not seem to have my best interest in mind, at an expense I can ill afford any longer. Please do whatever you can to resolve the issues in a timely manner and prevent the countless others like me who feel much the same way as I do, but may never take the time to write.

Respectfully,

Raymond Redford
239 3rd Ave S Apt F6
South Saint Paul, MN 55075

651-450-4578
", "Raymond Redford", "fahrfignewton@gmail.com"
"Democratic Process", "

I am a Delta Air Lines Flight Attendant. I am in favor of the proposed voting procedure change and I support a Democratic YES/NO ballot.

Thank you,
Renée L'Abbe
310/452-9416

", "Renée L'Abbe", "Reneelabbe@verizon.net"
"Union Election Requirements", "Dear Board Members:

Thank you for considering changing your union election requirements for air and rail workers in the United States.

I am writing to encourage you to support the proposed change in voting procedure for Delta Airlines employee union election requirements.

Changing the requirements from a majority of all votes from all employees to a majority of votes of those participating in the election is a logical change. That is after all the same way that Americans chose their presidents, senators, sheriffs, and school board.

Thank you for your consideration.

Sincerely,

Rick

Rick Hansen
State Representative
401 State Office Building
(651) 296-6828

Feel free to sign up for my weekly updates:
<http://www.house.leg.state.mn.us/members/join.asp?id=12282>

", "Rick Hansen", "rep.rick.hansen@house.mn"
"Docket Number C-6964 Comments", "To Whom it may concern,

After reading so many comments and hearing some debate about this proposed rule change, I would like to address a few of the comments that are arguing against the proposal.

I have read comments implying that this rule change would be Junking a 75 year tradition of this election rule.

Well, I guess it can be looked at that way, but then you could say that every Law and Amendment to the Constitution made by Congress is junking some past practice that has been around. But they have found it necessary to do now and then and they did not let tradition get in the way of doing what they felt right and just. Thank goodness that they didn't let that get in the way, because where would we be if this same congress stayed on the sidelines and this great country's tradition of moving forward for a better way, all of a sudden didn't, and left things the way they were. From the very beginning, and all that created this great nation we have challenged and changed what was needed to be done.

I have read that a Minority would be able to decide representation.

Only if the vote is held in secret!

Both sides of the issue have the opportunity and responsibility to present information and ideas. Not to sway and influence, but to help inform the employee group. Then the employees would have the opportunity to truly decide their future.

There is an idea that if less than 50% vote for a union, a minority would be deciding for the majority. But in reality, those that don't vote are really saying that they are alright with either side that wins the vote and in theory then, their vote is for the majority who votes. They have every RIGHT & RESPONSIBILITY to vote!

It has been said that the NMB proposal is singling out Delta and Delta people and the NMB is being discriminatory and blocking forward

progress.

I thought this was for all union voting with the Railway Labor Act and isn't this forwarding progress!

This voting rule has been compared to elections for public office and that it shouldn't be administered the same way. That this is for representation and not just who will be representing the people.

There are many decisions put in front of the public for Laws, Amendments and Policies to be changed that are not dependent on the majority of the citizens voting.

Delta has looked at the unions move to wait until this important rule change proposal is decided as suspect.

If this ruling does change voting rules and the old rule found inadequate, wouldn't Delta want this for their people? Does Delta not trust that NMB is fair and impartial? That the NMB doesn't know their business and that they wouldn't research all ideas about the issues?

I see statistics show that unions have won many elections with the old rules and I have heard this as an argument that the rule then doesn't need to be changed because it works the way it is.

If that is the argument for not searching for a different, better way, it goes back to ""where would we be if this great country were run that way""!

Is it that they don't want to truly engage in the debate and even if the rule doesn't change, make a better world just for sake of the debate.

Please take careful thought in deciding the future for a great many Americas Workers.

", "Robert Phelps", "phelconk1@aim.com"

"Please keep the rule the same!", "Agency: National Mediation Board

Docket Number: C-6964

Please keep the rule the same and count non-votes as NO votes!

Thank you,

Vicki Goodman

", "samnvic@juno.com", "samnvic@juno.com"

, "I am a Delta flight attendant and encourage you to vote the proposed voting change into policy.

The present voting procedure of a no vote for those who don't vote, for whatever reason, is a terrible way to calculate the wishes of the employee group. Nowhere I am familiar with calculates an election in this manner.

Thank you for your work

Tere Nyren

","tere nyren","tabbynyren@yahoo.com"

"Docket No C-6964","I am in support of changing the voting rule. If not having your vote

count because you did not exercise your right to vote is the rule for the election of the president than it should be good enough for us.

The rule is outdated and it needs to change. The majority should rule.

Valerie Manley

","valerie manley","vmanley@hotmail.com"