ExpressJet Negotiations Update
Arbitration Agreed To

Sisters and Brothers:

Contracts talks at ExpressJet have been one of the longest negotiations for any contract under the IAM and under the National Mediation Board (NMB). Multiple reasons caused these lengthy talks.

After two years of negotiations, ExpressJet merged with Atlantic Southeast Airlines. This halted all negotiations while a representation election occurred.

After the IAM was certified as the bargaining agent for Flight Attendants of the combined carrier, bargaining resumed, but with a new goal. Your negotiators now had to combine the two pre-merger agreements into a single collective bargaining agreement. Resolving the inequities between the agreements was difficult, especially taking into account the pay difference while negotiating with a troubled carrier.

Another second representation challenge, which we also won, caused a further delay in talks.

Two tentative agreements had been reached, but the membership rejected both. It is clear that the union and the company are too far apart on the issues that need to be resolved to conclude these negotiations, and further bargaining will not get us a deal. We understand the frustration this has been to the membership. The next step in the Railway Labor Act process is for the NMB to offer to resolve the dispute through binding arbitration.

In order to expedite a resolution to these negotiations, both the Union and ExpressJet have agreed to enter binding arbitration. We believe this process offers the best protection for our members and the best opportunity to finally reach a new contract agreement that provides better pay, working conditions and an improved quality of work-life.

The date of the arbitration is scheduled for February 27 2020.

In solidarity,

Sara Gonzales
GENERAL CHAIR

Marche’ Johnson-Cooper
SPECIAL REPRESENTATIVE

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