

IAM jetBlue

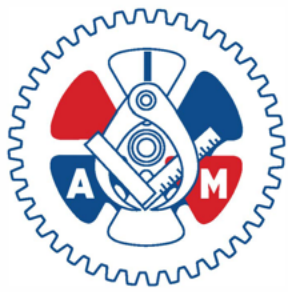
JETBLUE MANAGEMENT CONTINUES ITS MISINFORMATION IN LAX

LIE: Aircraft Ground Reposition (AGR) employees will lose their ability to pick up regular GO shifts/hours if we unionize.

TRUTH: Every IAM UNION member who performs the AGR function at IAM-represented airlines can pick up regular GO/ramp shifts to augment their pay. Trading rights are protected under their CONTRACTS, unlike at JetBlue.

*Scan the QR code below to find out more about the
CONTRACTUAL trading rights of IAM UNION members*





IAM jetBlue

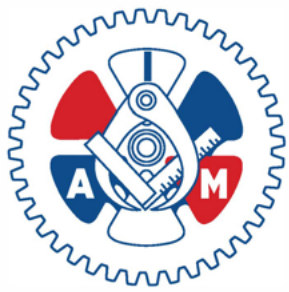
LA DIRECCIÓN DE JETBLUE CONTINÚA CON SU DESINFORMACIÓN EN LAX

MENTIRA: Los empleados de Reposición en Tierra de Aeronaves (AGR) perderán la posibilidad de realizar turnos/horas regulares de GO si nos sindicalizamos.

VERDAD: Todo miembro del SINDICATO IAM que desempeñe la función de AGR en aerolíneas representadas por IAM puede realizar turnos regulares de GO/rampa para complementar su salario. Sus derechos de negociación están protegidos por sus CONTRATOS, a diferencia de JetBlue.

Escanee el código QR a continuación para obtener más información sobre los derechos comerciales CONTRACTUALES de los miembros de IAM UNION





IAM jetBlue

IAM UNION: NEGOTIATING THE BEST AIRLINE AND AEROSPACE CONTRACTS IN NORTH AMERICA

IT'S BEEN A BUSY COUPLE OF YEARS AT THE IAM UNION, AND WE THINK ALL JETBLUE CREWMEMBERS SHOULD KNOW WHAT THE IAM UNION DOES FOR ITS MEMBERS. BELOW ARE JUST A FEW EXAMPLES, OUT OF THOUSANDS, THAT HIGHLIGHT THE POWER AND POSITIVE OUTCOMES IAM UNION MEMBERS HAVE ACHIEVED DURING CONTRACT NEGOTIATIONS:



2023 IAM NEGOTIATES INDUSTRY BEST RAMP (GO) CONTRACT AT UNITED AIRLINES IN 18 MONTHS. INCLUDES INDUSTRY-BEST WAGES FOR 2023, INSOURCES FIVE LOCATIONS, PENSION INCREASES; AMONG MANY OTHER BENEFITS.



2023 IAM NEGOTIATES INDUSTRY BEST CONTRACT AT SOUTHWEST FOR PASSENGER SERVICE EMPLOYEES. INCLUDES HIGHEST WAGES EVER NEGOTIATED FOR PSE WORKERS AND 9.3% 401K MATCH.



2024 IAM NEGOTIATES INDUSTRY BEST CONTRACT AT AMERICAN FOR RAMP (GO) IN TWO MONTHS. INCLUDES HIGHEST INDUSTRY WAGES EVER FOR RAMP GO WORKERS, PENSION INCREASES AND INDUSTRY BEST JOB SECURITY.

WHAT ABOUT AEROSPACE?



2024 IAM NEGOTIATES INDUSTRY BEST CONTRACT AT BOEING. 38% WAGE INCREASE; \$12,000 BONUS; \$105 X YEARS OF SERVICE DEFINED BENEFIT PENSION; AVERAGE ANNUAL PAY \$119,309

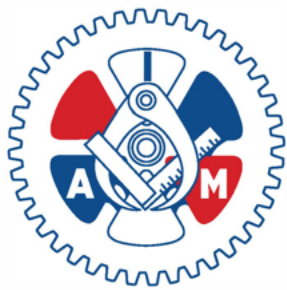


2023 IAM NEGOTIATES INDUSTRY BEST CONTRACT AT LOCKHEED-MARTIN. PAY INCREASES BETWEEN 34% TO 46%; \$105 X YEARS OF SERVICE DEFINED BENEFIT PENSION.

***THE TIME IS NOW FOR JETBLUE CREWMEMBERS TO
REALIZE OUR WORTH WITH AN IAM UNION CONTRACT!***



**SCAN THE QR
CODE FOR MORE
INFO!**



IAM jetBlue

IAM UNION: NEGOCIANDO LOS MEJORES CONTRATOS AÉREOS Y AEROESPACIALES DE NORTEAMÉRICA

Han sido dos años muy ocupados en el sindicato IAM, y creemos que todos los tripulantes de JetBlue deberían saber lo que el sindicato IAM hace por ellos. A continuación, se presentan algunos ejemplos, entre miles, que resaltan el poder y los resultados positivos que los miembros del sindicato IAM han logrado durante las negociaciones contractuales:



2023 IAM NEGOCIA EL MEJOR CONTRATO DE RAMP (GO) DE LA INDUSTRIA CON UNITED AIRLINES EN 18 MESES. INCLUYE LOS MEJORES SALARIOS DE LA INDUSTRIA PARA 2023, LA RECOGIDA DE CINCO UBICACIONES Y AUMENTOS DE PENSIONES, ENTRE MUCHOS OTROS BENEFICIOS.



2023 IAM NEGOCIA EL MEJOR CONTRATO DE LA INDUSTRIA EN SOUTHWEST PARA EMPLEADOS DE SERVICIOS DE PASAJEROS. INCLUYE LOS SALARIOS MÁS ALTOS JAMÁS NEGOCIADOS PARA TRABAJADORES DE SERVICIOS DE PASAJEROS Y UN 9,3% DE APOORTE AL PLAN 401K.



2024 IAM NEGOCIA EL MEJOR CONTRATO DE LA INDUSTRIA EN AMÉRICA PARA RAMP (GO) EN DOS MESES. INCLUYE LOS SALARIOS MÁS ALTOS DE LA INDUSTRIA PARA LOS TRABAJADORES DE RAMP (GO), AUMENTOS DE PENSIONES Y LA MEJOR SEGURIDAD LABORAL DE LA INDUSTRIA.

¿QUÉ PASA CON EL SECTOR AEROESPACIAL?



2024 IAM NEGOCIA EL MEJOR CONTRATO DE LA INDUSTRIA EN BOEING. AUMENTO SALARIAL DEL 38%; BONO DE \$12,000; PENSIÓN DE BENEFICIO DEFINIDO DE \$105 POR AÑOS DE SERVICIO; SALARIO ANUAL PROMEDIO DE \$119,309.



2023 IAM NEGOCIA EL MEJOR CONTRATO DE LA INDUSTRIA EN LOCKHEED-MARTIN. AUMENTOS SALARIALES DE ENTRE EL 34% Y EL 46%; PENSIÓN DE BENEFICIO DEFINIDO DE \$105 POR AÑOS DE SERVICIO.

**¡AHORA ES EL MOMENTO PARA QUE LOS MIEMBROS DE LA
TRIPULANTE DE JETBLUE RECONOZCAN SU VALOR CON UN
CONTRATO SINDICAL IAM!**



**¡ESCANEE EL
CÓDIGO QR PARA
MÁS INFORMACIÓN!**



IAM jetBlue

Not only is the IAM the largest transportation union, representing over 100,000 airline and railroad workers, the IAM represents hundreds of thousands of workers across the North American economy. Below are just a few notable US companies that are better because of IAM members.

IAM UNION MADE

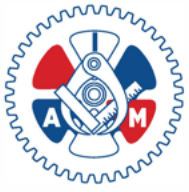


IAM CONTRACTS MAKE GREAT PRODUCTS!

**SIGN YOUR CARD TODAY. SCAN THE QR CODE
TO REQUEST A CARD BE MAILED TO YOU.**



SCAN ME



IAM jetBlue

¿Cansado de usar tus vacaciones cuando estás enfermo?

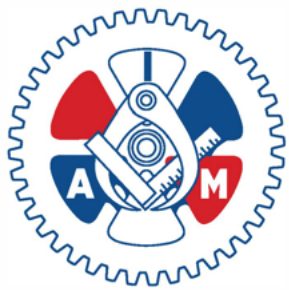
CARRIER	MAX VACATION	VACATION ACCRUAL SCHEDULE COMPLETED YEARS OF SERVICE	MAX SICK BANK; PTO
SOUTHWEST	7 WEEKS	1-5 YEARS: 4 WEEKS, INCLUDES 10 "FREE DAYS" 6-10 YEARS: 5 WEEKS, INCLUDES 10 "FREE DAYS" 11-18 YEARS: 6 WEEKS, INCLUDES 10 "FREE DAYS" 19+ YEARS: 7 WEEKS, INCLUDES 10 "FREE DAYS"	8 HOURS PER MONTH ACCRUAL FOR FULL-TIME 6 HOURS PER MONTH ACCRUAL FOR PART-TIME 2,400 MAX HOURS
AMERICAN	6 WEEKS	1-3 YEARS: 2 WEEKS; 4-10 YEARS: 3 WEEKS 11-16 YEARS: 4 WEEKS; 17-23 YEARS: 5 WEEKS 24+ YEARS: 6 WEEKS	80 HOURS PER YEAR ACCRUAL FOR FULL-TIME 50 HOURS PER YEAR ACCRUAL FOR PART-TIME 1,600 MAX HOURS
UNITED	6 WEEKS	1-8 YEARS: 2 WEEKS 9-15 YEARS: 3 WEEKS 16-23 YEARS: 4 WEEKS 24-28 YEARS: 5 WEEKS 29+ YEARS: 6 WEEKS	8 HOURS PER MONTH ACCRUAL FOR FULL-TIME 4-8 HOURS PER MONTH ACCRUAL FOR PART-TIME BASED ON GREATER OF SCHEDULED HOURS OR PAID HOURS 1,200 MAX HOURS
ALASKA	6 WEEKS	1-5 YEARS: 2 WEEKS 6-11 YEARS: 3 WEEKS 12-19 YEARS: 4 WEEKS 20-24 YEARS: 5 WEEKS 25+ YEARS: 6 WEEKS	8 HOURS PER MONTH ACCRUAL (BASED ON SCHEDULED HOURS) 1,650 MAX HOURS
DELTA	5 WEEKS	1-4 YEARS: 2 WEEKS—REDUCED IF HOURS TRADED OFF 5-10 YEARS: 3 WEEKS—REDUCED IF HOURS TRADED OFF 11-20 YEARS: 4 WEEKS—REDUCED IF HOURS TRADED OFF 20+ YEARS: 5 WEEKS—REDUCED IF HOURS TRADED OFF	56 PER YEAR, NO ROLLOVER
JETBLUE	NONE	NONE	PTO BASED ON 40 HOUR WORK WEEK. <u>PT WORKERS ACCRUE LESS:</u> 0-1 YEAR: 2.61 HOURS PER WEEK, MAX BANK 136 HOURS 1-5 YEARS: 3.38 HOURS PER WEEK, MAX 176 HOURS, MAX BANK 352 HOURS 6-10 YEARS: 4.15 PER WEEK, MAX YEAR 216 HOURS, MAX BANK 432 HOURS 11-15+ YEARS: 4.92 PER WEEK, MAX YEAR 256 HOURS, MAX BANK 512 HOURS

La gerencia de JetBlue impuso un sistema de "Tiempo Personal Libre" (PTO). Ese tiempo lo usamos pa' todo: cuando nos enfermamos, pa' coger vacaciones, si los muchachos se enferman, en emergencias o cualquier otro día libre.

Pero los trabajadores sindicaliza'os en la industria aérea tienen un banco de días por enfermedad y vacaciones por separado. Si se enferman, usan su tiempo de enfermedad. No tienen que gastar sus vacaciones ni salir perjudica'os por estar enfermos.

¡Nosotros merecemos lo mismo, sin rebaja!

¡Ser parte de un SINDICATO significa tener el DERECHO de negociar y votar por nuestro CONTRATO!
¡No tenemos que aceptar todo lo que diga la gerencia de JetBlue!



IAM jetBlue

UNITED-JETBLUE OFFICIALLY ANNOUNCE PARTNERSHIP; UNITED BACK AT JFK, PROTECTION NEEDED NOW

United and JetBlue officially announced "Phase 1" their partnership last Thursday. In the announcement the airlines said they would swap flights at EWR and JFK, which would grant United access to serve JFK again and reduce JetBlue's JFK presence. The carriers will also sell tickets on each other's flights and link loyalty programs.

As announced previously, "Phase II" would be a deeper integration, like code sharing, and "Phase III" would be a full blown merger.

WHY UNION REPRESENTATION IS NEEDED NOW:

**HAVING A UNION
CONTRACT WILL
PROTECT OUR JOBS
AND OUR WORK
ESPECIALLY DURING A
MERGER**

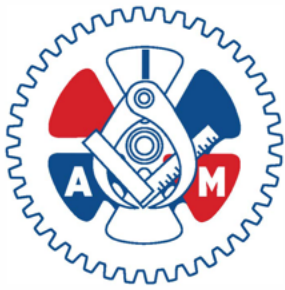
**A UNION
CONTRACT WILL
ENSURE A FAIR
INTEGRATION OF
SENIORITY**

**LIKE THE PILOTS AND
FLIGHT ATTENDANTS, A
UNION CONTRACT WILL
MAKE SURE OUR
INTERESTS ARE A
PRIORITY, WHETHER WE
MERGE OR NOT**

***SCAN THE QR CODE TO CHECK OUT ACTUAL CONTRACT LANGUAGE
THE PROTECTS UNION AIRLINE WORKERS***

SCAN ME





IAM jetBlue

UNITED-JETBLUE ANUNCIAN OFICIALMENTE UNA ASOCIACIÓN; UNITED REGRESA AL JFK, SE NECESITA PROTECCIÓN AHORA

United y JetBlue anunciaron oficialmente la "Fase 1" de su alianza el jueves pasado. En el anuncio, las aerolíneas indicaron que intercambiarían vuelos en EWR y JFK, lo que permitiría a United volver a operar en JFK y reduciría la presencia de JetBlue en JFK. Las aerolíneas también venderán boletos en los vuelos de la otra aerolínea y vincularán programas de fidelización.

Como se anunció previamente, la "Fase II" supondría una integración más profunda, como el uso compartido de códigos, y la "Fase III" sería una fusión completa.

¿POR QUÉ ES NECESARIA LA REPRESENTACIÓN SINDICAL AHORA?

**TENER UN
CONTRATO SINDICAL
PROTEGERÁ NUESTROS
EMPLEOS Y NUESTRO
TRABAJO,
ESPECIALMENTE
DURANTE UNA FUSIÓN**

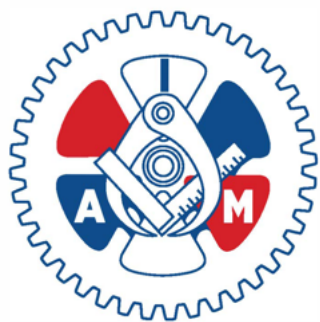
**UN CONTRATO
SINDICAL
GARANTIZARÁ UNA
INTEGRACIÓN JUSTA
DE LA ANTIGÜEDAD**

**AL IGUAL QUE LOS PILOTOS Y
AUXILIARES DE VUELO, UN
CONTRATO SINDICAL
GARANTIZARÁ QUE SUS
INTERESES SEAN UNA
PRIORIDAD, YA SEA QUE NOS
FUSIONEMOS O NO**

ESCANEE EL CÓDIGO QR PARA VERIFICAR EL LENGUAJE REAL DEL CONTRATO QUE PROTEGE A LOS TRABAJADORES SINDICALES DE LAS AEROLÍNEAS

SCAN ME





IAM jetBlue

GO CREWMEMBERS HAVE NO PROTECTION AGAINST UNJUSTIFIED DISCIPLINE AND TERMINATION; AN IAM UNION CONTRACT WILL FIX THAT

Crewmember Blue Book (CBB)

jetBlue

Separation of Employment

4

Separation of Employment

4.1 Employment-at-Will

Last Revised: 2023-04-27

The guidelines presented in the Blue Book are not intended and will in no way be considered to be a contract of employment between JetBlue and any Crewmember. With the exception of particular Crewmembers who have executed specific employment agreements with JetBlue, no Crewmember of JetBlue has a contract of employment. JetBlue does not enter into "oral agreements" or "understandings" with any Crewmember regarding job tenure and reserves the right to accept a resignation or to separate the employment relationship at any time within the Company's discretion based on the situation at hand. Further, JetBlue specifically reserves the right to immediately separate a Crewmember in the event of a serious or direct violation of Company guidelines in accordance with terms or conditions of an employment or collective bargaining agreement (CBA). JetBlue management has the sole prerogative and discretion to determine the seriousness of violations.

"EMPLOYMENT AT WILL" MEANS AN EMPLOYER CAN END THE EMPLOYMENT RELATIONSHIP AT ANY TIME FOR ANY REASON, JUST AS LONG AS THE TERMINATION DOES NOT VIOLATE TITLE 7 OF THE CIVIL RIGHTS ACT, WHICH PROHIBITS DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX OR NATIONAL ORIGIN.

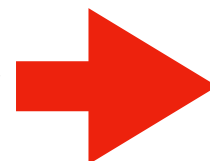
The doctrine of "Employment at Will" is one of the many reasons why JetBlue management fights against GO Crewmembers efforts to unionize. JetBlue management likes the power that they wield over Crewmembers. Under Employment at Will, management doesn't need any reason whatsoever to terminate a Crewmember's employment.

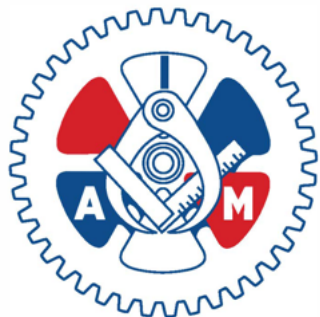
However, with a UNION CONTRACT, that will change.

Scan for more info



READ MORE





IAM jetBlue

"Just Cause" compared to "Employment at Will"

Union contracts protect workers against unjust discipline and termination due to "Just Cause" provisions. What is "Just Cause"? The doctrine of "Just Cause" has 7 tests, and if those tests are not met, then an employer cannot discipline or terminate an employee.

THE 7 TESTS OF JUST CAUSE:

1. FAIR NOTICE—AN EMPLOYER MAY NOT DISCIPLINE AN EMPLOYEE FOR VIOLATING A RULE OR STANDARD WHOSE NATURE AND PENALTIES HAVE NOT BEEN MADE KNOWN.
2. PRIOR ENFORCEMENT—AN EMPLOYEE MAY NOT BE PENALIZED FOR VIOLATING A RULE OR STANDARD THAT THE EMPLOYER HAS FAILED TO ENFORCE FOR A PROLONGED PERIOD.
3. DUE PROCESS—AN EMPLOYER MUST CONDUCT AN INTERVIEW OR A HEARING BEFORE ISSUING DISCIPLINE, AND MUST TAKE ACTION PROMPTLY. ONCE ASSESSED DISCIPLINE MAY NOT BE INCREASED.
4. SUBSTANTIAL EVIDENCE—CHARGES MUST BE PROVEN BY SUBSTANTIAL AND CREDIBLE EVIDENCE.
5. EQUAL TREATMENT—AN EMPLOYER MAY NOT ISSUE STRONGER DISCIPLINE TO ONE EMPLOYEE THAN IT HAD AGAINST ANOTHER EMPLOYEE WHO COMMITTED A SIMILAR OFFENSE. NO FAVORITISM.
6. PROGRESSIVE DISCIPLINE—ASIDE FROM EGREGIOUS OFFENSES, AN EMPLOYER MUST ASSESS PROGRESSIVE DISCIPLINE AND OFFER AN EMPLOYEE TIME TO IMPROVE.
7. MITIGATING AND EXTENUATING CIRCUMSTANCES—DISCIPLINE MUST BE PROPORTIONAL TO THE OFFENSE AND TAKE INTO ACCOUNT MITIGATING AND EXTENUATING CIRCUMSTANCES.

American Airlines ramp contract

- F. An employee covered by this Agreement will lose his seniority status and his name shall be removed from the seniority list under the following conditions:
1. He quits, resigns, or retires.
 2. He is discharged for just cause.

United Airlines ramp contract

ARTICLE 9: INVESTIGATIONS, GRIEVANCES & ARBITRATION

A. Investigations

1. An employee who has completed their probationary period will not be disciplined or discharged without just cause. Except for attendance/dependability matters below the level of termination warning, the Company will conduct an investigatory meeting with an employee to discuss charges that, with reasonable foreseeability, could result in discipline. The Company will provide written notice to the employee of any such action, and will copy the Union's Local Committee on all such notices. An employee who has completed their probationary period will have access to the grievance process.



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Upper Marlboro, MD
20772-2687

(301) 967-4550
goIAM.org



Air Transport Territory

Via email: joanna.geraghty@jetblue.com

Joanna Geraghty
Chief Executive Officer
JetBlue Airways

Ms. Geraghty,

I am writing to advise you of some concerning things that are happening at JetBlue regarding JetBlue Ground Operations (GO) Crewmembers' efforts to form a union. As you are likely aware, in the lead up to the 2023 union vote, JetBlue management dispatched "Values Committee" members around the JetBlue system to discourage GO Crewmembers from voting to form a union.

The "Values Committee" members were paid by JetBlue to conduct these meetings, flew on JetBlue Airways aircraft to get to these meetings and were given hotel accommodations in cities that they traveled to. In other words, JetBlue management was pulling the strings and the "Values Committee" station-hopped to run JetBlue's anti-union campaign.

It appears, now, that JetBlue management is using the same playbook as last time. On March 13, 2025, during a "pocket session" at JFK Airport, Values Committee co-chair, Delanno White, lied to every GO Crewmembers who attended that meeting by stating the following:

1. **LIE:** IAM Union contracts do not allow workers to trade off and pick up hours.
 - a. **TRUTH:** Every IAM contract in the airline industry includes the RIGHT to trade hours away and pick up hours to supplement their paychecks. Click [here](#) to view IAM contracts and the exact page numbers where IAM members' trading rights are located.
2. **LIE:** The IAM does not represent ramp workers at American Airlines.
 - a. **TRUTH:** The IAM UNION and the Transport Workers Union (TWU) formed the "TWU-IAM Association" after the merger of American Airlines and US Airways in 2013 to jointly represent the American Airlines Ground Operations workers. Last year, IAM and TWU members at American Airlines ratified an industry-leading contract, with the highest wages, best benefits and industry-leading working conditions. Click [here](#) to see the recent extension agreement ratified by American ramp workers by over 90%.
3. **LIE:** If JetBlue GO Crewmembers unionize with the IAM Union they will lose weekly pay at JFK.

- a. **TRUTH:** When JetBlue GO Crewmembers unionize, negotiate and vote in their own contract, they can demand that weekly pay be included in their contract for all states that legally require hourly rated workers to be paid on a weekly basis. New York is such a state and JetBlue management would be forced, based on state law, to agree to such terms.

Moreover, during the week of March 6, 2025, Mr. White was reported as informing newly hired JFK-based JetBlue GO Crewmembers that they are “too new” to sign an election authorization card. Another outright lie.

As you know, every JetBlue Ground Operations Crewmember has the right to sign a union election authorization card, regardless of when they started to work at JetBlue. Crewmembers can sign a card if they want the moment they are hired at JetBlue Airways.

Ms. Geraghty, I realize that you were not the JetBlue CEO in 2023, and you were not directly responsible for dispatching Values Committee members to influence how GO Crewmembers voted in the 2023 election. The Railway Labor Act, the federal law which governs union organizing in the airline industry, states that “no carrier, its officers or ***agents*** (emphasis added) [...] shall influence or coerce employees in an effort to induce them to join or remain or not to join or remain members of any labor organization...”

I am respectfully requesting that you direct Values Committee members, who are agents of the carrier, to refrain from influencing GO Crewmembers from exercising their federal right to request that a union representation election be conducted by the National Mediation Board (NMB).

I also ask that you correct the lies told by Mr. White via email to all JFK-based workers. Please also advise Mr. White of his legal status as a paid agent of management who does not work Ground Operations at JFK Airport and further advise him of what his responsibilities are under federal law regarding workers’ freedom to form a union free from interference, influence and coercion.

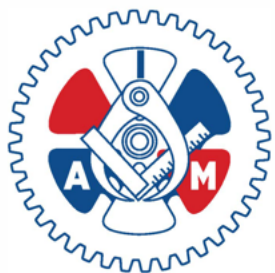
I would very much appreciate constructive dialogue on these extremely concerning issues and I look forward to your response.

Respectfully,

A handwritten signature in black ink, appearing to read "Richie Johnsen", with a long horizontal flourish extending to the right.

Richie Johnsen

IAM UNION, AIR TRANSPORT GENERAL VICE PRESIDENT



IAM jetBlue

¿Cansado de tener que usar tus vacaciones cuando estás enfermo?

- Los empleados sindicalizados en otras aerolíneas tienen días de vacaciones y días por enfermedad por separado.
- Cuando se enferman, usan sus días por enfermedad.
- Pero nosotros, si nos enfermamos o si alguien de la familia se enferma, tenemos que usar el PTO, y eso nos quita días de vacaciones.
- ¿Por qué tiene que afectarse nuestro tiempo de descanso solo por enfermarnos?

¡Con un SINDICATO y un CONTRATO, podemos negociar tanto las vacaciones como los días por enfermedad!



ESCANEA PARA MÁS
INFORMACIÓN



ESCANEA PARA
SOLICITAR QUE TE
ENVÍEN UNA TARJETA
POR CORREO



IAM jetBlue

Tired of Using Your Vacation Time When You're Sick?

- UNION GO WORKERS HAVE VACATION TIME AND SICK TIME
- WHEN THEY ARE SICK, THEY USE SICK TIME
- WHEN WE ARE SICK, OR SOMEONE IN OUR FAMILY IS SICK, WE MUST USE PTO, WHICH REDUCES OUR VACATION TIME
- WHY SHOULD OUR VALUED VACATION TIME BE LESSENED BECAUSE WE ARE SICK?

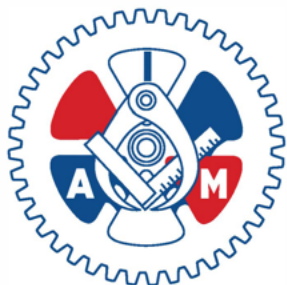
With a UNION and a CONTRACT, we will have the ability to negotiate vacation time AND sick time!



SCAN FOR MORE INFO



SCAN TO REQUEST A
CARD BE MAILED TO
YOU

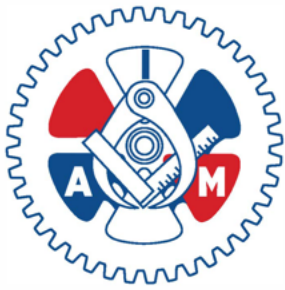


IAM jetBlue



Escanee el código QR y obtenga información sobre algunas de las tergiversaciones y falsedades absolutas que provienen de la gerencia de JetBlue y sus agentes pagos y cuidadosamente seleccionados que no trabajan en GO.



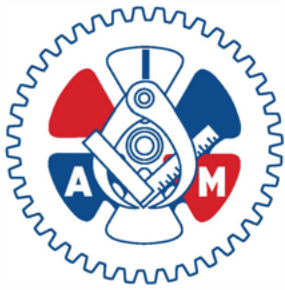


IAM jetBlue



Scan the QR code and get the facts about some of the misrepresentations and outright mistruths coming from JetBlue management and their hand-picked, paid agents who don't work GO.





IAM jetBlue

**UN SINDICATO Y UN CONTRATO
=
¡LOS CAMBIOS ESTÁN PROTEGIDOS!**

**Algunas personas dicen que si nos unimos a
un sindicato, vamos a perder nuestros
cambios.**

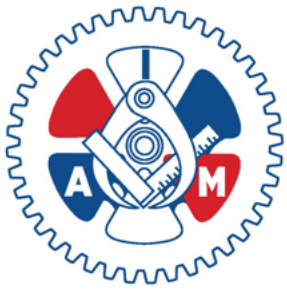
¡ESO NO ES VERDAD!



ESCANEA EL CÓDIGO QR PARA VER EL IDIOMA ORIGINAL

*Todo el mundo en la industria aérea protege el derecho de
los sindicalizados a sus HORAS y TURNOS.*

*Si quieres asegurar tu derecho a un HORARIO, FIRMA
UNA TARJETA, VOTA SÍ CUANDO LLEGUE EL MOMENTO
y ASEGURA TU FUTURO.*



IAM jetBlue

A UNION AND A CONTRACT

=

TRADES PROTECTED!

**Some people are saying that if we join a
UNION we will lose our trades. Huh?**

NOT TRUE! UNION CONTRACTS PROTECT TRADES!



SCAN THE QR CODE FOR ACTUAL CONTRACT LANGUAGE

Every UNION CONTRACT in the airline industry protects union members' right to trade HOURS AND SHIFTS. If you want to PROTECT YOUR RIGHT TO TRADE HOURS AND SHIFTS, SIGN A CARD, VOTE YES WHEN THE TIME COMES and then LOCK IN YOUR TRADES IN A CONTRACT!



IAM jetBlue

Tired of Using Your Vacation Time When You're Sick?

CARRIER	MAX VACATION	VACATION ACCRUAL SCHEDULE COMPLETED YEARS OF SERVICE	MAX SICK BANK; PTO
SOUTHWEST	7 WEEKS	1-5 YEARS: 4 WEEKS, INCLUDES 10 "FREE DAYS" 6-10 YEARS: 5 WEEKS, INCLUDES 10 "FREE DAYS" 11-18 YEARS: 6 WEEKS, INCLUDES 10 "FREE DAYS" 19+ YEARS: 7 WEEKS, INCLUDES 10 "FREE DAYS"	8 HOURS PER MONTH ACCRUAL FOR FULL-TIME 6 HOURS PER MONTH ACCRUAL FOR PART-TIME 2,400 MAX HOURS
AMERICAN	6 WEEKS	1-3 YEARS: 2 WEEKS; 4-10 YEARS: 3 WEEKS 11-16 YEARS: 4 WEEKS; 17-23 YEARS: 5 WEEKS 24+ YEARS: 6 WEEKS	80 HOURS PER YEAR ACCRUAL FOR FULL-TIME 50 HOURS PER YEAR ACCRUAL FOR PART-TIME 1,600 MAX HOURS
UNITED	6 WEEKS	1-8 YEARS: 2 WEEKS 9-15 YEARS: 3 WEEKS 16-23 YEARS: 4 WEEKS 24-28 YEARS: 5 WEEKS 29+ YEARS: 6 WEEKS	8 HOURS PER MONTH ACCRUAL FOR FULL-TIME 4-8 HOURS PER MONTH ACCRUAL FOR PART-TIME BASED ON GREATER OF SCHEDULED HOURS OR PAID HOURS 1,200 MAX HOURS
ALASKA	6 WEEKS	1-5 YEARS: 2 WEEKS 6-11 YEARS: 3 WEEKS 12-19 YEARS: 4 WEEKS 20-24 YEARS: 5 WEEKS 25+ YEARS: 6 WEEKS	8 HOURS PER MONTH ACCRUAL (BASED ON SCHEDULED HOURS) 1,650 MAX HOURS
DELTA	5 WEEKS	1-4 YEARS: 2 WEEKS—REDUCED IF HOURS TRADED OFF 5-10 YEARS: 3 WEEKS—REDUCED IF HOURS TRADED OFF 11-20 YEARS: 4 WEEKS—REDUCED IF HOURS TRADED OFF 20+ YEARS: 5 WEEKS—REDUCED IF HOURS TRADED OFF	56 PER YEAR, NO ROLLOVER
JETBLUE	NONE	NONE	PTO BASED ON 40 HOUR WORK WEEK. PT WORKERS ACCRUE LESS: <u>0-1 YEAR:</u> 2.61 HOURS PER WEEK, MAX BANK 136 HOURS <u>1-5 YEARS:</u> 3.38 HOURS PER WEEK, MAX 176 HOURS, MAX BANK 352 HOURS <u>6-10 YEARS:</u> 4.15 PER WEEK, MAX YEAR 216 HOURS, MAX BANK 432 HOURS <u>11-15+ YEARS:</u> 4.92 PER WEEK, MAX YEAR 256 HOURS, MAX BANK 512 HOURS

JetBlue management has imposed a "Personal Time Off" (PTO) system. We use PTO for everything: when we are sick, on vacation, when our kids are sick, emergencies or any other day off.

Unionized GO workers across the airline industry have a sick bank AND annual vacation. If they're sick, they use sick time. They don't have to deplete their vacation time and get penalized because they get sick.

We deserve nothing less!

Being UNION means we have the RIGHT to negotiate and vote on all parts of OUR CONTRACT. We don't just have to accept what JetBlue management gives us!



IAM jetBlue

JetBlue Management to GO Crewmembers: You have job security because you don't have job security. What?

JetBlue management is up to its old tricks once again. They are back telling GO Crewmembers in smaller locations that if we unionize that the smaller JetBlue GO locations could be outsourced.

Here's the truth: JetBlue management is prohibited under federal law from retaliating against us for supporting or joining a union. **IT IS UNLAWFUL FOR JETBLUE MANAGEMENT TO OUTSOURCE, OR EVEN THREATEN TO OUTSOURCE OUR WORK, BECAUSE WE SUPPORT OR JOIN A UNION.**

If JetBlue management took any adverse actions in retaliation against JetBlue GO Crewmembers because we are seeking to unionize, the IAM UNION would take action, which could include filing a lawsuit in federal court.

The fact is, currently, we have absolutely no protection against outsourcing. JetBlue management could outsource every JetBlue location right now for any reason. However, to outsource our work **BECAUSE** we desire to unionize, or in fact do unionize, is illegal under the Railway Labor Act (RLA).

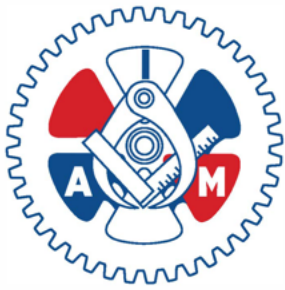
If anyone has threatened to outsource our work and jobs because of our desire to unionize, please scan the QR code and file an **ANONYMOUS** report and let us know.



**Our Rights
under the law**



**Online
interference
report**



IAM jetBlue

JETBLUE-UNITED PARTNERSHIP/MERGER; WHAT IT MEANS FOR WORKERS



JetBlue and United announce a partnership that will allow customers to earn and redeem miles on both airlines and expands network connectivity;

The next possible step: a more integrated alliance, including potential revenue sharing, schedule coordination and code sharing;

Then? A potential full blown merger.

WHAT ABOUT WORKERS?

- **WITHOUT A UNION AND A CONTRACT, WORKERS HAVE NO RIGHTS OR PROTECTIONS DURING A MERGER**
- **WITH A UNION CONTRACT WORKERS PROTECT THEIR SENIORITY, THEIR WORK AND THEIR PAY DURING A MERGER**
- **AIRLINE MERGERS BENEFIT AIRLINE MANAGEMENT AND WALL ST**
- **WORKERS NEED A CONTRACT AND RIGHTS IN A MERGER AND JOINING A UNION IS THE FIRST STEP!**

SCAN THE QR CODE TO REQUEST A CARD BE MAILED TO YOU



SCAN ME