

Ron Doig
Allegiant Airlines

Mary Johnson
National Mediation Board
Legal@nmb.gov

Dear Ms Johnson,

In 2015 I was the Straw Man when myself and fellow Dispatchers at Allegiant Airlines felt we would be better off without Teamsters representation. With the assistance of the Center for Independent Employees we ran a Straw Man campaign. We collected the 50% plus showing of interest we needed to bring a Representational election Docket number R-7421.

I was thankful that the Dispatchers are all under one roof because if we were like the Pilot group and spread across the country it would have been very difficult to do. We had to start with an education process that explained to my fellow Dispatchers that in order to get the Teamsters out we had to sign an authorization card wanting me as the Straw Man to represent them. Then we further explained, that when the election comes around, do not vote for the Straw Man but vote for the "No Representation Option". Although we were successful quite frankly some of the Dispatchers never got it. The process as it exists today is confusing and not straight forward. From my experience as a former Straw Man employees should have a clear path that states, we want an election to decertify our union.

The Straw Man process as it exists today subjected me to retaliation from the union and or union supporters, in the form of anonymous prank calls. It is almost as if the process is set up to be a deterrent to decertification efforts by making a target out of the Straw Man. Again, a straight forward process will remove the Straw Man's name from the ballot and give employees the freedom to exercise their rights without that fear.

By rule we only had a year before there could be another election. When we were successful in the election and voted the Teamsters out a rule called, The Election Bar, only allowed one year before there could be another election. If the Teamsters had prevailed and won the election they would have been granted two years before another election could take place. The difference in the Election Bar rule is unfair. The Teamsters never let up, continuing their campaign and we never really got the chance to fully enjoy the benefits of a direct relationship with our company.

Our workplace remained in a state of distraction the entire year after the election which led to another election that the Teamsters won. To this date we are still in a state of distraction and I believe had we had the same two years the unions get we would have achieved stability through a direct relationship. The Election Bar rule as it is today is unfair and leads to unnecessary disruption in the work place. Again as the Straw Man who put himself out there I support the rule change to a two year extension on The Election Bar.

Sincerely,

Ron Doig