

NOTICE TO EMPLOYEES of AIR CARRIERS

MADE SUBJECT TO PROVISIONS OF RAILWAY LABOR ACT, BY TITLE II

(Approved May 20, 1926; amended June 21, 1934, April 10, 1936, and January 10, 1951)

(Name of Carrier)

TO ALL EMPLOYEES:

1.—HANDLING OF DISPUTES

Pursuant to the provisions of Section 2, Eighth, Railway Labor Act, as amended (approved June 21, 1934, April 10, 1936, and January 10, 1951) you are hereby advised that all disputes between _____ and its
(Name of Carrier)
employees will be handled in accordance with the requirements of the Railway Labor Act.

2.—CONTRACTS OF EMPLOYMENT

The following provisions of paragraphs Third, Fourth, and Fifth, Section 2, Railway Labor Act, are by this act made a part of each contract of employment between this carrier and each of its employees, and shall be held binding regardless of any express or implied agreements to the contrary.

Freedom of Choice of Representatives of Employees

“Section 2, Third. Representatives, for the purposes of this Act, shall be designated by the respective parties without interference, influence, or coercion by either party over the designation of representatives by the other; and neither party shall in any way interfere with, influence, or coerce the other in its choice of representatives. Representatives of employees for the purposes of this Act need not be persons in the employ of the carrier, and no carrier shall, by interference, influence, or coercion seek in any manner to prevent the designation by its employees as their representatives of those who or which are not employees of the carrier.”

Carriers Forbidden to Interfere in Labor Organization

“Section 2, Fourth. Employees shall have the right to organize and bargain collectively through representatives of their own choosing. The majority of any craft or class of employees shall have the right to determine who shall be the representatives of the craft or class for the purposes of this Act. No carrier, its officers or agents, shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees, or to use the funds of the carrier in maintaining or assisting or contributing to any labor organization, labor representative, or other agency of collective bargaining, or in performing any work therefor, or to 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, or to deduct from the wages of employees any dues, fees, assessments, or other contributions payable to labor organizations, or to collect or to assist in the collection of any such dues, fees, assessments, or other contribution: Provided, That nothing in this Act shall be construed to prohibit a carrier from permitting an employee, individually, or local representatives of employees from conferring with management during working hours without loss of time, or to prohibit a carrier from furnishing free transportation to its employees while engaged in the business of a labor organization.”

Freedom to Join Labor Organization of Employee's Choice

“Section 2, Fifth. No carrier, its officers or agents shall require any person seeking employment to sign any contract or agreement promising to join or not to join a labor organization; and if any such contract has been enforced prior to the effective date of this Act, then such carrier shall notify the employees by an appropriate order that such contract has been discarded and is no longer binding on them in any way.”

3.—AMENDMENT TO PARAGRAPHS FOURTH AND FIFTH OF SECTION 2

The Amendment to the Railway Labor Act approved January 10, 1951, provides that, notwithstanding any other provision of this act, or of any other statute or law of the United States, or Territory thereof, or of any State, any carrier or carriers as defined in this act and a labor organization or labor organizations duly designated and authorized to represent employees in accordance with the requirement of this act shall be permitted—

“(a) To make agreements, requiring, as a condition of continued employment, that within sixty days following the beginning of such employment, or the effective date of such agreements, whichever is the later, all employees shall become members of the labor organization representing their craft or class: Provided, That no such agreement shall require such condition of employment with respect to employees to whom membership is not available upon the same terms and conditions as are generally applicable to any other member or with respect to employees to whom membership was denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership.

“(b) To make agreements providing for the deduction by such carrier or carriers from the wages of its or their employees in a craft or class and payment to the labor organization representing the craft or class of such employees, of any periodic dues, initiation fees, and assessments (not including fines and penalties), uniformly required as a condition of acquiring or retaining membership: Provided, That no such agreement shall be effective with respect to any individual employee until he shall have furnished the employer with a written assignment to the labor organization of such membership dues, initiation fees, and assessments, which shall be revocable in writing after the expiration of one year or upon the termination date of the applicable collective agreement, whichever occurs sooner.

“(d) Any provisions in paragraphs Fourth and Fifth of section 2 of this Act in conflict herewith are to the extent of such conflict amended.”

4.—INSTRUCTIONS TO OFFICERS

All officers of this carrier whose duties are affected by the foregoing are advised to take notice of and to comply with the provisions thereof.

President

(Insert Original or Facsimile Signature of President)