



# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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August 8, 2003

TO: US Airways Mechanics and Related Personnel

RE: Card Collection for an Election

Dear Ladies and Gentlemen:

The most frequently asked questions are "What is AMFA?" and "How is AMFA Different?"

In this letter we will address the first question.

## WHAT IS AMFA?

AMFA is an aviation union whose control rests in the hands of its membership. Under the AMFA Constitution the members:

- Elect all Local and National Officers
- Have the right to recall all Local and National elected officers
- Have the exclusive right to vote on amendments to the Constitution
- Have the exclusive right to ratify all contracts and letters of agreement
- Have the right to attend and observe contract negotiations and all government hearings affecting the contract

AMFA's structure moves the power from a national focus to a local focus. AMFA's National Organization exists to provide services to the Locals, coordinate issues common to all Locals, provide professionals during contract negotiations, and ensure that the Constitution and Bylaws are uniformly enforced across the various Locals and airlines represented. AMFA's National Officers are as follows:

National Director  
Assistant National Director  
National Secretary  
National Treasurer  
National Safety and Standards Director  
Regional Directors: Region I - Western USA  
Region II - Central USA  
Region III - Eastern USA

All the National Officers are elected directly by the membership every four years and can be recalled by the membership. AMFA maintains its administrative offices in Laconia, New Hampshire, but the officers are located across the country to maintain direct contact with the membership. AMFA National has chosen to contract its administrative functions to a third party to ensure that professionals perform

SAFETY IN THE AIR BEGINS WITH QUALITY MAINTENANCE ON THE GROUND



the day-to-day business functions of the National organization. This ensures continuity and keeps expenses to a minimum. No member of the administrative staff sits on the National Executive Council or votes on Association issues; they are the equivalent of staff employees. Instead of investing its members' dues in supporting a large and expensive infrastructure, AMFA sends over 60 percent of the dues to the Locals to use as their members see fit, such as the use of attorneys in arbitration. National's portion of the dues is used in areas such as funding professionals in the areas of economics, pension, and benefits to assist in contract negotiations.

As stated earlier, the real power in AMFA rests in the Local structure. As with National Officers, all Local Officers are elected by, and can be recalled by, the membership of that Local. The Local provides administrative services to all the members who work at locations within its boundaries.

For every represented airline located in a Local there is an Airline Representative for that specific airline who is elected by the membership of that airline. All airline specific information, including contract interpretation and grievances, are handled by the Airline Representative directly with the Local membership from that airline and AMFA legal. Only members from an airline get to vote on contracts and letters of agreement affecting that airline.

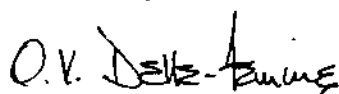
AMFA represents eight airlines (mechanics and related personnel):

1. Northwest Airlines – defeated the IAM
2. Alaska Airlines – defeated the IAM
3. Southwest Airlines – defeated the Teamsters
4. Horizon Airlines – defeated the TWU
5. American Trans Air – no incumbent union
6. Mesaba Airlines – no incumbent union
7. Atlantic Coast Airlines – no incumbent union
8. United Air Lines – defeated the IAM

AMFA supporters at US Air have collected representational authorizations and are very close to achieving their goal. AMFA National will commence with a more active roll to assist our supporters in achieving the representation election they are seeking. When we win the right to represent the US Airways Mechanics and Related, Locals will be established around the US Airways system. Nominations and election of US Air officers will begin.

AMFA, by virtue of its Constitution, is committed to providing the technicians and related personnel in this country with a union they control, a union that works for their benefit and not the benefit of others.

Sincerely,



O.V. Delle-Femine  
National Director

Encl:

**ATTN: Enclosed is an Authorization Card for you to sign. If you have already signed a card, please pass this one on to someone who has not yet signed. Mail the signed card back to AMFA National or give it to an AMFA supporter. Furloughed mechanics and related employees — Under federal law you are eligible to vote and receive an electronic ballot via your telephone.**