

From:
Sent:
To:
Subject:

Your Name

Email

Phone Number

Subject

Your Message

On May 8, 2011, I approached the afa table in ORD to obtain a new flyer. As a known IAM supporter, the afa rep at the table, Kathy Browne, slammed her hands down onto mine to prevent me from obtaining the new flyer. She then accused me of assault and within one hour the police arrived. The police did not feel her accusation was warranted. The local afa made an official statement saying that an assault indeed occurred with visible injury. As Kathy Browne is married to a Chicago police officer, she she chose to file charges against me on May 16, 2011 and I received a court summons for battery charges on May 21, 2011. She tried to have me fired from the company without success. I returned to work on May 24, 2011 and on May 25 I was arrested and handcuffed in uniform at gate C26 in Chicago. The afa union was on site, knowing of my arrest for battery and had my picture taken which was posted on Facebook by afa supporter Henry Lin. The company was unaware of my arrest that day, as afa had provided the police with my schedule. All alleged airport incidents should be handled through the TSA not Chicago police. Kathy Browne used her husband and her status as a local union rep to purposefully slander me and file false charges against me to prevent me from organizing for the IAM.

powered by [cformsll](#)

From:
Subject:
Da

On May 25, 2011 I was working flight 551 from BDL to ORD. Following deplaning at 1:15 PM I was escorted down the jet bridge stairs by four plain clothes police officers. After placing my luggage in the trunk of the unmarked police car, I was told to place my hands behind my back in order to be handcuffed. The outbound crew was holding the door to the jet bridge open and several passengers and flight attendants were peering out the window in the terminal watching me being handcuffed in uniform. I was driven to the Chicago O'Hare police department. All of my personal possessions were confiscated, itemized, and cataloged. I was then handcuffed to a bench in the holding area, waiting approximately 1.5 - 2 hours before Detective Skorek appeared. During this entire process, I was not spoken to in any manner regarding why I was being apprehended. I was under extreme emotional duress.

Once Detective Skorek removed my handcuffs I was escorted down a hallway where I saw Michael Contorno seated with Marcus Valentino. We walked past them into Detective Skorek's office where he informed me of why I had been apprehended. In addition to the known incident report involving Kathy Browne, he stated that two threatening phone calls on my behalf had been made to the AFA-CWA office in Chicago on May 10, 2011. Specifically, Skorek stated: "if anything happens to Brett Albright, you're all going to die." He told me that he had searched my phone without needing a search warrant. All phone and text messages I received during my initial apprehension were read and listened to by the police. I informed that I was being taken down to the Jefferson Park precinct to be booked for the battery charge. All possessions including my cell phone were turned over to Marcus and Michael. I was walked outside and handcuffed and latched into the back of an armored truck.

Upon arriving at the precinct, I was once again handcuffed to a bench. I had my mugshot taken and was fingerprinted and was immediately escorted to a jail cell. I was released at approximately 7 PM.

From:
Subject:
Date:
To:

After the plane landed and while it was taxiing to the gate, we noticed these guys come out of the jetway, then go back in. They had on plain clothes and ID badges, and we thought they were mechanics or ramp supes. After the flight arrived at the gate, we go down the jetway to finish waiting for the passengers to get off. This was when we noticed those same guys. One of my flying partners later said they were cops. At any rate, all the passengers got off, the other f/a's left, and the cops escorted [redacted] from the jetway, down the jetway stairs and handcuffed him before putting him and his luggage into a waiting unmarked car. My crew and I watched the whole scene unfold before our eyes from the jetway and jetway door. We could not believe what we were seeing! However, we needed to get on board the delayed flight and turn it around quickly for our L.A. passengers.

My ID was [redacted], beginning on 23Jun. I was flying with [redacted] who also witnessed this, as well as having heard what the police said to Brett when they took him away ("you won't be needing your bags"). [redacted] f/a bags were taken along with him and put into the car. [redacted] watching the whole scene unfold.

Henry

152 of 152

See All



Hey look someone's getting free silver bracelets!
This dude has an IAM pin on!

May 26th 2011

At approximately 1:20pm, I went down to the Chicago United Airlines Employee cafeteria to get something to eat. At 1:42pm, I was approached by two plain-clothes detectives while sitting at a table.

Detective Frank Skorek

(847) 452-0934 (Personal)

(312) 746-8282 (Office)

Chicago Police Department

Area Five Detective Division

I cannot remember the name of the other detective. The detectives asked me if I was [redacted], to which I affirmed. They then asked to speak with me off to the side in private. Detective Skorek first asked me if I had anything on my person. I asked what did they mean by "anything on my person" They asked if I had a cell phone to which I said "yes." Detective Skorek then told me to give it to him and that he needed to hold on to it. There was no warrant.

Detective Skorek then said that he wanted to take me to the O'hare Police Station and ask me a few questions. I then asked what this was in reference to. The detectives told me that they would explain further when I got to the station. I again repeated, I have a right to know what this is in reference to, to which the one detective said, "[redacted]". I explained that there was no information that I could provide since I wasn't even in the state on the day of the alleged incident. I was in [redacted] with my mother for mother's day. Detective Skorek asked if I could prove that I wasn't in the state at the time. I told him it was easily verifiable [redacted].

[redacted] The detectives told me that they still wanted to bring me into the station. I told them ok,

[redacted] As we started leaving the cafeteria, I asked if they wanted to speak with [redacted] as well to which they said, "oh, is he here?" I said yes, he's sitting right over there, and I pointed to him. They then approached [redacted] and told him that they wanted him to come with them as well.

The detectives escorted me, along with [redacted] to the inflight office, where we proceeded to speak with the Domicile Managers Secretary. The secretary told us

Greg Orthe (Chicago Domicile Manager) was in a meeting but that she would get the information to detective Skorek. We then proceeded to exit the domicile, and the Chicago Detectives escorted [redacted] and I through the underground passage from C-Gates to the B-Gates. [redacted] and I were placed into the back of an unmarked vehicle that was parked in the center island pickup. We were then driven to the O'hare Police Station. Once we arrived, [redacted] was told to wait outside in the hallway, while Detective Skorek interviewed me in the office. Detective Skorek asked me for my identification, what my position was with United Airlines [redacted].

[redacted] He then proceeded to ask me if I was in the ORD Employee Cafeteria on May 10th. I told Detective Skorek that I couldn't remember exactly but that I probably was. He then asked if I knew anything about death threats that were made to the "AFA Office". I told him I had no idea what he was talking about. Detective Skorek told me that the AFA Office had received two death threats on May 10th. I assumed he was paraphrasing, but told me that the messages were "if you do anything to [redacted]; I will kill you." I told him I had no knowledge of that whatsoever and that this was the first time I had ever heard of it. Detective Skorek then told me that they were going to subpoena my phone records because I was merely a "close friend" of [redacted]. I told him that I had nothing to hide. It was at that point Detective Skorek told me that [redacted] was arrested and was waiting in another room.

Detective Skorek then told me to wait outside, and called [redacted] into the room. It was at that point that I was given my phone back, which was at 2:12pm. I immediately texted [redacted], "Hey, I'm here...Police brought me and [redacted] in for questioning..." I received no response. After about 20-30 minutes, [redacted] came out of the room and we sat at a table and waited. [redacted] and I waited for a little while, and then [redacted] was escorted by police officers and brought into the same room we were just questioned in. After about 15-minutes, [redacted] and I were allowed in the room and able to speak to [redacted]. Detective Skorek looked at me and said, "You shouldn't be sending text messages to [redacted] when we have his phone." I told him that [redacted] is a friend and I wanted him to know we were there so he didn't feel so alone. Detective Skorek then proceeded to say he didn't need a warrant to go through our phones, only personal laptops. Not being a lawyer, I had no idea whether this was true or not. I later found out, it was not.

Detective Skorek then proceeded to say they were booking [redacted] at the 16th precinct in Jefferson Park, and that his bail would be \$100. [redacted] only had \$30 on him, so I told Detective Skorek that I would go to the ATM and bail [redacted] out.

[redacted] and I then were escorted out of the room and sat back down at the table. It was then at that point that Detective Skorek said to [redacted] if you know anything about the phone calls, you better tell us. [redacted] stated that he didn't know anything about them and Detective Skorek replied, "you may not, but I am sure he does" while pointing to me. I again reiterated, that I had no clue what these calls were about.

It was at this point that one of the detectives brought us back to the vehicle and drove us to the Hilton on airport property. Should you need any further clarification, please don't hesitate to contact me.

From:**Sent:****To:****Subject:**

From:**Sent:** Sunday, June 12, 2011 11:19 AM**To:****Subject:** June 11 arrest

On June 11 between 8 and 8:30 am, I answered the door of my condo to find about 6-8 Chicago police officers at my door some holding handguns. They asked if I was _____, after replying yes, they took out handcuffs and said I was under arrest. They would not tell me why or what it was regarding, just that they were going to take me to area 5. They took with them my ORD parking and CREW badge, as well as my cell phone and IL drivers license. When we arrived at the police office at central and grand, I was taken into a small room and left there for about 45 minutes to an hour. A detective came in with a manilla folder, started to thumb through it and held up a picture of _____. He asked me if I knew him, I replied yes and told him that _____ was an employee where I worked at United. He then asked me both my home and cell phone numbers, I complied. He told me that I was being arrested for making threatening phone calls to the afa office and If I had done so. I said no I had not. He said that they had recovered afa's phone records from that day and that my number had shown up twice. I told him that I did call the afa office that day, but did not make any specific threats or remarks at all. I went on to tell him that I never in fact spoke with anyone at afa, the first call no one answered before I hung up, and the second call I made 15 minutes later was answered by _____ who was not the person I was trying to reach and did not want to speak to so I simply hung up the receiver. My partner _____ was home during that time period and witnessed both calls. NEVER DID I MAKE ANY THREATS TO ANYONE PERSONALLY OR INDIRECTLY, I NEVER EVEN SPOKE! The officer told me that the charges were very serious and that I could lose my job and be imprisoned for 1-2years. He then left for about 30 minutes. When he returned I was experiencing what felt like a panic attack and I have a neurological condition set off by stress that causes a great deal of pain to my extremities. When the officer returned, he asked what was wrong with me. I told him that i was experiencing a pain attack and did not have my medication with me and could he please find me some type of pain reliever. He did so and returned about 20 minutes later with some Tylenol. I was shaking and experiencing a great deal of pain. When he returned he told me that the feds had dropped the federal charges but that i was being charged with a misdemeanor for making a threatening phone call, I was then fingerprinted, photographed and returned to the holding cell. When my friend arrived with my bail money, they returned my cell phone and my keys, but refused to return my crew badges and ID's saying that they were evidence. I contacted United, and United management was unaware about any situation that was going on. Ted Rukert at United went on to say that United was not involved in this in any way and that I should try to recover my badge from the Chicago police as to be able to come back to work.

7/7/2011

**BEFORE THE
NATIONAL MEDIATION BOARD**

In the Matter of:)
)
United Air Lines,)
(Flight Attendants))
_____)

Case No: R-7283

DECLARATION OF IRA LEVY

I, Ira Levy, declare under penalty of perjury pursuant to 28 U.S.C. § 1746 that the following is true and correct to the best of my personal knowledge:

1. I am a Grand Lodge Representative for the International Association of Machinists and Aerospace Workers ("IAMAW"). I have held this position for more than 4 years.
2. As part of my responsibilities with the IAMAW, I oversaw the UAL Flight Attendant organizing efforts after the NMB single carrier application was filed.
3. On February 22, 2011, while in Chicago, I was called to the employee cafeteria. While there, I was approached by a member of UAL management who told us to remove our organizing team from the cafeteria. I proceeded to a meeting with Chicago base manager Greg Orth. United Airlines Managing Director of Labor Strategy John Nelson was on the phone in Orth's office. I was informed that UAL's solicitation policy did not permit employees to "solicit" in the cafeteria, or anywhere on United's property. Despite rigorous debate about the unfair advantage that gave AFA, the Company said they would remove anyone found in violation of their policy. The Company said this policy applied throughout the Company's system, which effectively prevented the IAMAW access to UAL flight attendants in numerous locations.
4. In April, I started getting reports that AFA representatives were overtly soliciting UAL flight attendants in Chicago and other locations.
5. We set up a meeting with Chicago base manager Orth for May 3, 2011. At the onset of the meeting, Orth handed us (Dianne Tamuk, Michael Contorno, and myself) the Company's new solicitation policy dated April 1, 2011. Orth told us that we would now be allowed back into the cafeteria, and anywhere else on Company property, as long as we stayed out of the crew room itself. I asked when and why the change was implemented; Orth responded that it was a decision made at UAL headquarters, and it was out of his hands.

6. We left the meeting and saw AFA representative David Hammonds and asked him if he would meet with us. He reluctantly agreed and sat down with us in the cafeteria. We asked if he was aware that the Company changed their solicitation policy, and he replied in the affirmative. When asked when he became aware, he replied April 1st.
7. When the IAM returned to the Chicago employee cafeteria in May, the AFA representatives would take names of anybody that stopped to talk to the IAM organizers. This was done consistently at other locations throughout the country, even at locations where we had permits. In addition to taking names, AFA representatives would take pictures in many locations as well.
8. Within a few days of being allowed into the Chicago employee cafeteria, an AFA union representative, Kathy Brown, manufactured an incident at one of the food tables. The AFA went to the Company and Chicago police (Brown's husband is a Chicago police detective) about the alleged incident involving Brett Albright, and then published the alleged incident in one of their newsletters. This led to the false arrest of Albright, one of the IAM's organizers, with the AFA being there to photograph and publish the arrest. The publication of Albright's arrest intimidated our other organizers, smeared the IAM, and caused flight attendants not to show support and withdraw from helping our campaign. The AFA representatives then immediately instigated a rumor that they had received threatening phone calls. This led to the false arrest of still another organizer, Dean Rechek, and further intimidation and smears.
9. I also received reports from Narita, Seattle and Denver of AFA representatives putting campaign material in UAL flight attendant mail boxes and other non-approved locations. UAL management was slow to react in Seattle, did not react at all in Narita and took action within a few days in Denver, but only after a majority of Denver based flight attendants already got the AFA materials.

I have read the foregoing and declare and affirm under penalty of perjury that it is true and correct.

Date

7/8/11

Ira Levy

Attachment 8

Hi just to let you know that one of the representative of afa in nrtsw was placing a flyer to our mailbox (flight attendant mailbox in narita). I saw him placing the flyer last may 4, 2011.

7/7/2011

This was handed to me today by a DEN based flight attendant. She said it was put in ALL f/a's mailboxes in the domicile at DENSW. Its a total violation of company policy and maybe NMB rules. I notified local management in SFO and they said they would contact the domicile manager in DEN about it. Its worth the IAM following up on it.

7/7/2011

Have You Voted Yet?

There's only a short time left to vote in this important representation election, and AFA Council 9 wants to make sure all members are able to participate.

Please take a moment to answer these questions now, and drop this form in the AFA mailbox before you leave the office today.

Yes, I have received my voter information from the National Mediation Board.

No, I have not received my voter information, and I need to request duplicate instructions. Please contact me as soon as possible with information on how to do that.

Yes, I have voted!

No, I have not voted yet

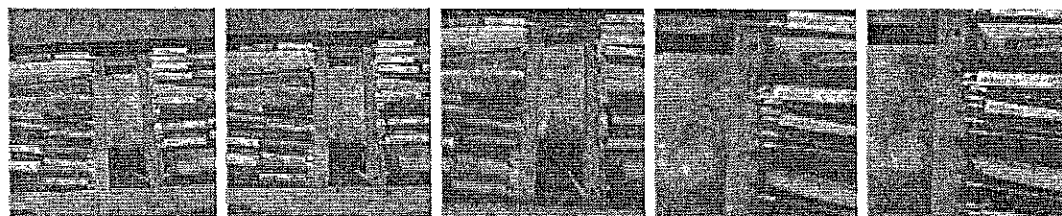
If you are comfortable doing so, please share which union you are supporting.

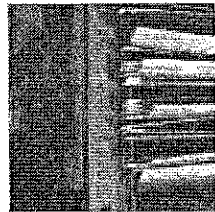
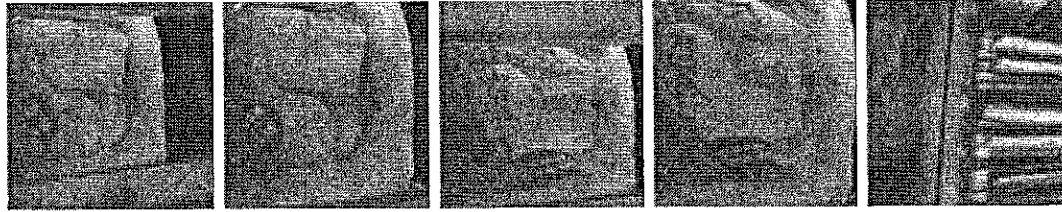
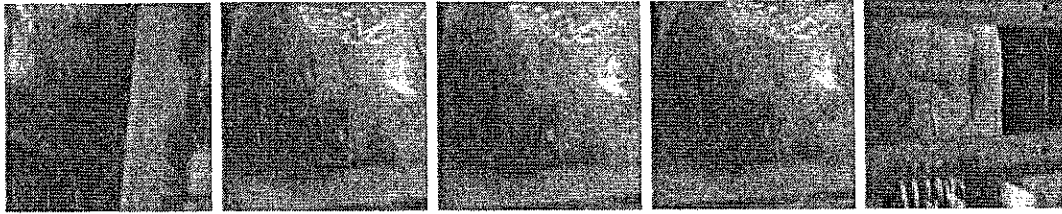
AFA IAM No Union Other Union

If you have questions about the election or casting your vote, contact AFA Council 9 at 303 342-9005.



SEA - afa box in mailbox drawer





INCIDENT REPORT

Please complete this form to report any suspected harassment, intimidation, ~~interference~~, or inappropriate behavior/discipline by any representative of UAL, AFA or any other party.

Provide as much detail as possible, sign and date the form, and forward it to:

IAMAW, 9000 MACHINISTS PLACE, UPPER MARLBORO, MD 20772

ATTN: IAMAW ORGANIZING COMMITTEE

FROM: _____

(Name & domicile)

(Address)

(File number)

(Email address)

(Phone number)

REPORT: In the space below, please describe the incident, including the date, time, location, names, circumstances, etc... Use other side, if necessary.

AFA LOCAL ELECTED OFFICERS, MOBILIZERS, AND VOLUNTEERS WERE USING TODD SMITH'S (DOMICILE COORDINATOR; FN#11A674) OFFICE/CUBICAL TO STORE ~~CAMP~~ UNION CAMPAIGN INFORMATION & SUPPLIES. TODD IS A WELL KNOWN AFA SUPPORTER AND →

ACTIONS TAKEN: in the space below, please describe actions taken by you, or other IAMAW representatives. at the time of the incident.

told Steve Pais (Domicile Manager for LAXSW) that AFA WAS USING TODD'S OFFICE SPACE & CUBICAL. STEVE'S REPLY WAS, "I DON'T WANT TO KNOW ABOUT IT!" NO ACTIONS WERE TAKEN BY STEVE PAIS.

7/4/10

Should not have taken any
side during this election, AS
A COMPANY EMPLOYEE. TODD
DID NOT OFFER ANY SPARE OR
ASSISTANCE TO IAM SUPPORTERS
DURING THE CAMPAIGN & ELECTION.
In the position Todd is in, he
is in contact with flight attendants
during his shifts. ~~the~~ F/A's were
aware he was a supporter of AFA.



Todd Smith

Congratulations to all my AFA friends.

June 29 at 8:48pm · Like · Comment

Annie Thompson, Stephane Aguilar, Molly Thomas and 19 others like this.



Sandra Helmsdottir thank you Todd.....

June 29 at 8:50pm · Like



Linda Salerian Thx had a great get together at Salt Creek grill. Hugs.

June 29 at 9:12pm · Like



Lynn Sanders-Statham Thank you Todd...we appreciate you...more than you know!!! xoxo

June 29 at 9:23pm · Like



Rafael Skypirate Garcia Thank you Todd!

June 29 at 9:26pm · Like



Ryan Severin We love you Todd!!! xoxo

June 29 at 9:34pm · Like · 1 person



Scott Umfress Thank you for the kind words!!! with much love to you.

June 29 at 10:21pm · Like



Patrice Pineda Thank you Todd!

June 29 at 11:27pm · Like



Hollene Gustafsson Thank you!

Thursday at 8:53am · Like



Greg Baldwin thanks todd!

Thursday at 3:20pm · Like

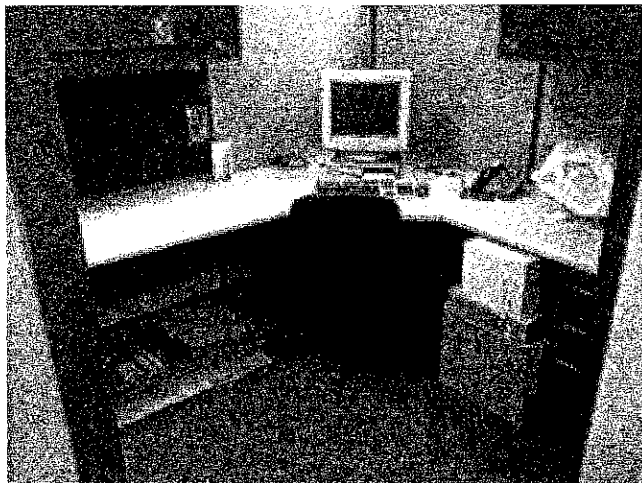


Dorie Nutbrown Campbell Thank you happy to know we all move forwrd

TODD
SMITH'S
NAME
OFFICE
COLICAL

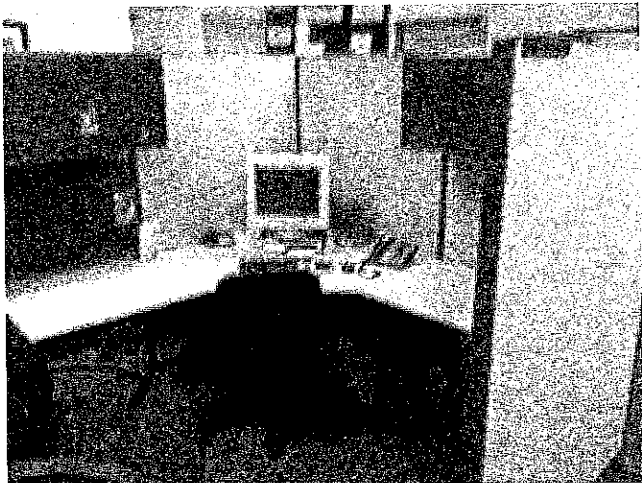


Subj: **(no subject)**
Date: 7/3/2011 9:14:19 P.M. Pacific Daylight Time
From:
To:



Sent from my iPhone

Subj: (no subject)
Date: 7/3/2011 9:12:43 P.M. Pacific Daylight Time
From:
To:



Sent from my iPhone

Attachment 9

My name is _____ I am a United Airlines flight attendant, IAM supporter, and IAM campaign activist. I've attached a picture of two computers in our UAL LGA inflight office that both have had the wallpaper changed to AFA propaganda. The screens have been like this for weeks.

7/7/2011

We Better Together Can Do Better

We Better Together Can Do Better

02:20 PM

We Better Together We Can Do Better

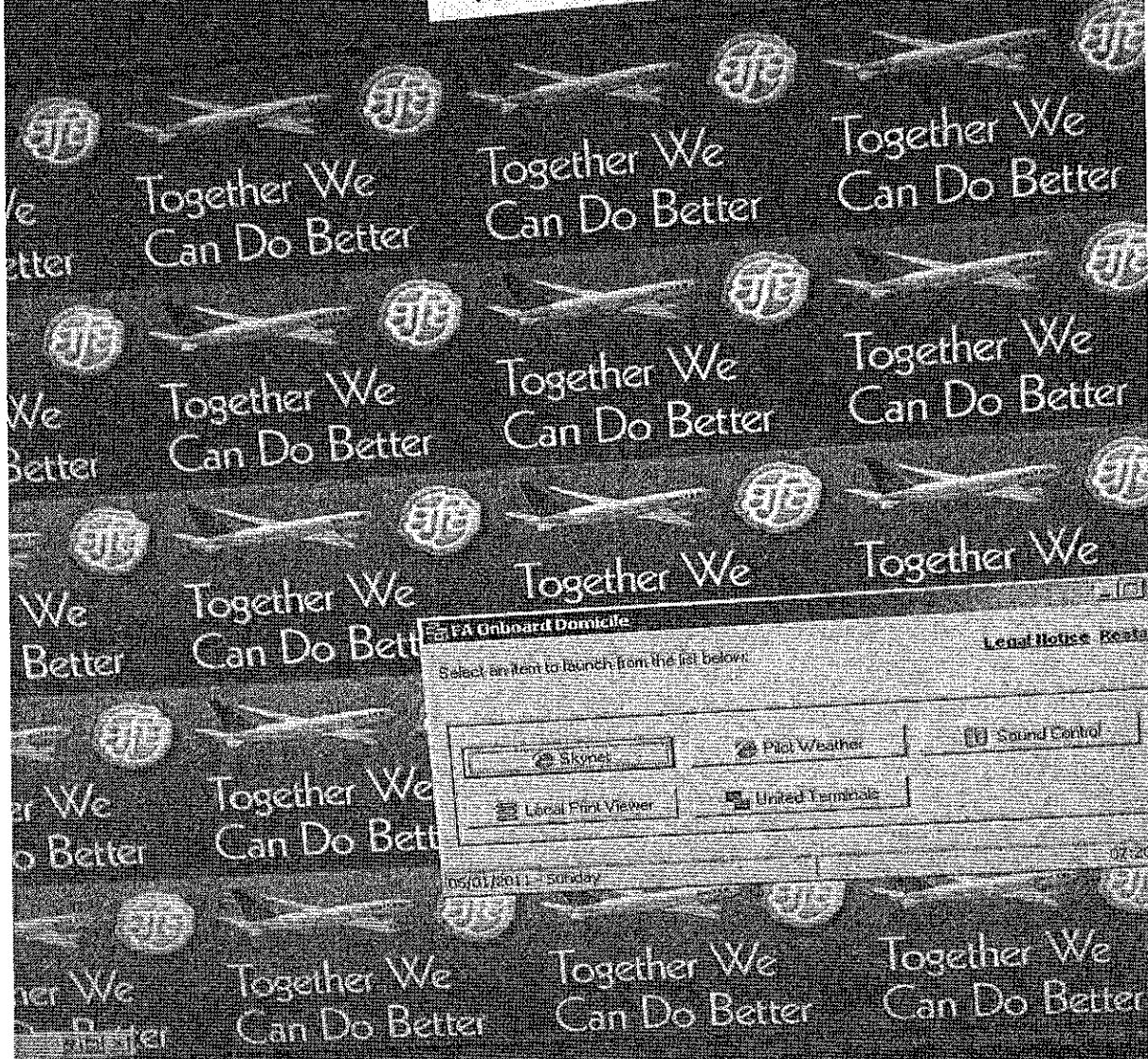
We Better Together We Can Do Better

We Better Together We Can Do Better

We Better Together We Can Do Better

We Better Together We Can Do Better

WLGA4476 J03287952



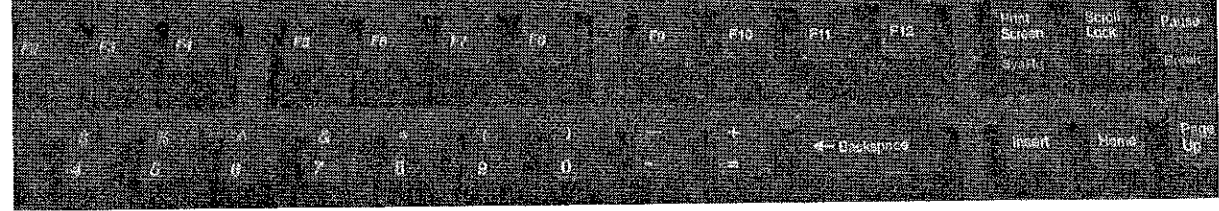
FA Onboard Domicile

Select an item to launch from the list below:

Skype	Pilot Weather	Sound Control
Local Print Viewer	United Terminal	

05/01/2011 - Sunday

07-20



From:
Sent:
To:
Subject:

On June 9, 2011 I was checking in for my flight ft / departure to , when the Coordinator at JFK Norma Meyer, said "If I had to vote I would vote AFA." This was in front of several f/as who were afa supporters. On another occasion I was speaking ; when she said, "Norma says to vote AFA if you like the rules." Afa has won by lies, threats and empty promises. When I was campaigning at JFK on April 10, 2011 Robin Gilinger an AFA campaigner and LEC safety chair would repeated ask me whenever f/a's walked up to talk with us, "Are you going to tell more lies?" This went on whenever I campaigned beside her.

Please contact me with any questions,



O'MELVENY & MYERS LLP

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CENTURY CITY
HONG KONG
LONDON
NEWPORT BEACH
NEW YORK

400 South Hope Street
Los Angeles, California 90071-2899

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FACSIMILE (213) 430-6407
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SAN FRANCISCO
SHANGHAI
SILICON VALLEY
SINGAPORE
TOKYO
WASHINGTON, D.C.

May 18, 2011

Via E-Mail to OLA-efile@nmb.gov

Maria-Kate Dowling, Investigator
National Mediation Board
1301 K St., NW
Suite 250 East
Washington, DC 20005

OUR FILE NUMBER
882,155-484

WRITER'S DIRECT DIAL
(213) 430-6005

WRITER'S E-MAIL ADDRESS
rsiegel@omm.com

Re: *United Air Lines, Inc. and Continental Airlines, Inc., NMB Case No. R-7283 (CR-7002)*

Dear Ms. Dowling:

On behalf of United Air Lines, Inc. ("United") and Continental Airlines, Inc. ("Continental") (collectively, the "Company"), I am attaching as Exhibit A for the Board's information a letter dated May 6, 2011 from Edward J. Gilmartin of the Association of Flight Attendants - CWA, AFL-CIO ("AFA"), which the AFA has delivered to Continental subsidiary Inflight Supervisors, and P. Douglas McKeen's May 18, 2011 response on behalf of the Company as Exhibit B.

Sincerely,

/s/ Robert A. Siegel

Robert A. Siegel
Attorney for United Air Lines, Inc. and
Continental Airlines, Inc.

Encls.

Exhibit A



ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL-CIO
501 Third Street, NW, Washington, DC 20001-2797

PHONE 202-434-1300 MAIN FAX 202-434-1319 LEGAL FAX 202-434-0690

May 6, 2011

Reuben Sande
Inflight Lead Supervisor - EWR
United Air Lines, Inc.

Re: Supervisor Liability for Interference Under the Railway Labor Act

Dear Mr. Sande:

As AFA's campaign to represent the United/Continental Flight Attendants has accelerated, it has become clear that the Company's supervisors have been designated as the "front-line" enforcers of its efforts to coerce Flight Attendants into supporting the Machinists. AFA understands that this situation has placed supervisors in a very difficult position, particularly since many of them believe Flight Attendants need and deserve AFA representation. Moreover, it is more than likely that United has not warned its supervisors of the potential criminal liability they face if they engage in conduct designed to interfere with, coerce, or influence Flight Attendants in their choice of a bargaining representative. Specifically, Section 2, Third of the Railway Labor Act ("RLA") states that "neither party shall in any way interfere with, influence or coerce the other in its choice of a representative." In addition, Section 2, Fourth states:

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 representative 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.

45 U.S.C. §152, Fourth.

If a carrier, or its *agent*, such as a supervisor, violates either of the above Sections, they can be fined and imprisoned. Indeed, Section 2, Tenth states that

[t]he willful failure or refusal of any carrier, its officers, or *agents* to comply with the terms of the third, fourth, fifth, seventh, or eighth paragraph of this section shall be a misdemeanor, and upon conviction thereof the carrier, officer, or *agent*, offending shall be subject to a fine of not less than \$1,000 nor more than \$20,000 or imprisonment for not more than six months, or both fine and imprisonment, for each offense, and each day during which such carrier, officer, or *agent*, shall willfully fail

INFLIGHT SAFETY PROFESSIONALS

Reuben Sande
May 6, 2011
Page 2

or refuse to comply with the terms of the said paragraphs of this section shall constitute a separate offense.

45 U.S.C. §152, Tenth.

As an agent for United, you could be implicated in the carrier's attempt to unlawfully coerce Flight Attendants in their decision to choose a collective bargaining representative. To be safe from prosecution, AFA urges you to refrain from: questioning Flight Attendants about their Union sympathies; ordering Flight Attendants to remove the AFA pin from their uniform, or insignia from their luggage and personal bags; interfering with Flight Attendants who wish to discuss AFA in the crew lounge and in other non-working areas, and finally, attempting to coerce Flight Attendants from supporting AFA. And most significantly, you must refrain from encouraging Flight Attendants to cast their vote for the Machinists. If you comply with those guidelines, you will most likely escape criminal responsibility.

Tell United that you will no longer participate in any activity that is designed to undermine the Flight Attendants' right to choose a representative without carrier interference.

AFA appreciates your cooperation.

Sincerely,



Edward J. Gilmartin
AFA General Counsel

EJG/KTL

Exhibit B



P. Douglas McKeen
Senior Vice President
Labor Relations

May 18, 2011

Edward J. Gilmartin, Esq.
General Counsel
Association of Flight Attendants - CWA, AFL-CIO
501 Third St., NW
Washington, DC 20001
egilmartin@afanet.org

Re: Response to May 6, 2011 Letter to Inflight Supervisors

Dear Mr. Gilmartin:

You have recently signed and caused to be delivered letters to Inflight Supervisors at the Continental subsidiary threatening them with criminal prosecution and liability under the Railway Labor Act unless they refrain from engaging in purported activity claimed in your letter to be allegedly coercive. Your letter is a serious misrepresentation of the law and the facts, and a blatant and illegal interference with the rights of the Inflight Supervisors and flight attendants. As you well know, criminal prosecutions for violations of the Railway Labor Act are virtually non-existent. The U.S. Department of Justice, and the courts, have expressly and repeatedly said that alleged campaign activity of the type identified in your letter does *not* constitute a crime and will *not* be prosecuted. Your distortion of the law in this regard is highly irresponsible, and must stop. Moreover, the Inflight Supervisors are not engaged in illegal, coercive, or unfair campaign practices of the type described in your letter, or of any type for that matter. Rather, they are implementing reasonable, neutral Company rules in a fair and even-handed manner during this post-merger union organizing period, and they are doing an extraordinary job.

In addition, as you are well aware, the Inflight Supervisors are agents of the Company, and thus it is completely inappropriate for you to make direct contact with them--particularly contact involving completely bogus legal threats of "fines and imprisonment" for the simple performance of their duties. We demand that you cease and desist from delivering threats of this type.

Sincerely,

A handwritten signature in black ink, appearing to be "P. Douglas McKeen".

P. Douglas McKeen
Senior Vice President -- Labor Relations
United Air Lines, Inc., and Continental Airlines, Inc.

cc: Robert Siegel
Sam Risoli
Jennifer Coyne



CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing letter, the May 6, 2011 Letter of Edward J. Gilmartin, and May 18, 2011 Letter of P. Douglas McKeen, in Portable Document Format (PDF), was simultaneously served by electronic mail this 18th day of May, 2011, on the following individuals and organizations:

Edward J. Gilmartin, Esq.
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Association of Flight Attendants - CWA, AFL-CIO
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Washington, DC 20001
egilmartin@afanet.org

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Robert Roach, Jr.
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International Association of Machinists and Aerospace Workers
9000 Machinists Place
Upper Marlboro, MD 20772
rroach@iamaw.org

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David Neigus
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International Association of Machinists and Aerospace Workers
9000 Machinists Place
Upper Marlboro, MD 20772
dneigus@iamaw.org

/s/ M. Teresa Davenport
M. Teresa Davenport

Attachment 12

I just returned home from Recurrent Emergency Training tonight, and a thought occurred to me that may or may not be useful in weighing the IAM options regarding possible election interference charges.

Throughout the United system, management has set up information kiosks that have been highlighting the changes to our emergency procedures (new evacuation commands, actions, etc). These are staffed by United Airlines Special Assignment Flight Attendants who, to a person, were CWA-AFA supporters, and made no secret of that fact through open displays of pins, ribbons, and lanyards. On more than occasion, one CWA supporter in Los Angeles combined his informational duties with overt campaigning and had to be warned by management to stop. Yet he and others were allowed to continue their overt, non verbal campaigning through these displays, which is tantamount to implied consent and clear representational bias from management.

To the same flight attendants who have reported to the IAM that they were under the impression they HAD to register their vote with CWA-AFA, and, fearing reprisal, either chose not to cast a vote or voted for CWA under duress, a visible sign of representational support for one union over the other on the part of de facto management personnel (the Special Assignment Flight Attendants) cast a very clear bias that their vote was expected not only by CWA-AFA, but endorsed by management as well.

I understand that the union pin is an allowed part of the uniform, and that, in and of itself, is not cause for concern. But the blue ribbons and lanyards, stickers, and buttons supporting a vote for AFA worn by flight attendants performing what should be a purely instructional role clearly tainted the laboratory conditions in the domiciles throughout the system. These special assignment flight attendants were there at the behest of and by arrangement of United Airlines management. Given the rancor that characterized the campaign waged by CWA-AFA, certain voters who didn't want to be bothered by airport, cafeteria, or hallway campaigning, were not even free from the intimidation when simply trying to obtain vital safety information pertinent to their job.

INCIDENT REPORT

Please complete this form to report any suspected harassment, intimidation, interference, or inappropriate behavior/discipline by any representative of UAL, AFA or any other party.

Provide as much detail as possible, sign and date the form, and forward it to:

IAMAW, 9000 MACHINISTS PLACE, UPPER MARLBORO, MD 20772

ATTN: IAMAW ORGANIZING COMMITTEE

FROM: _____

(Name & domicile)

(Address)

(file number)

(Email address)

(Phone number)

REPORT: In the space below, please describe the incident, including the date, time, location, names, circumstances, etc... Use other side, if necessary.

AROUND APRIL 24th 2011, I WAS INFORMED INSTRUCTORS AT COMPANY MANDATED, EMERGENCY TRAINING WERE USING CLASS TIME TO TELL FLIGHT ATTENDANTS ATTENDING TRAINING NOT TO VOTE FOR THE IAM. THIS IS COMPANY —

ACTIONS TAKEN: in the space below, please describe actions taken by you, or other IAMAW representatives, at the time of the incident.

I CONTACTED DIANNE MASSIMO TAMUK.
(SEE ATTACHED EMAIL)

7/3/11

THOUGH I KNOW

INTERFERENCE. THIS WAS TAKING
PLACE @ SFOTK AND OROTK.

Some one needs to contact the RET department, and tell them that RET is not a forum for telling F/As how to vote. I have read postings on FB saying that RET instructors are using the training time to tell those how to vote. SFOTK and ORDTK are the offenders. Let me know if you need me to do anything. I have already informed Cari via v-mail.

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REPORT: In the space below, please describe the incident, including the date, time, location, names, circumstances, etc... Use other side, if necessary.

S.A.F.A.'s = Special Assignment Flight Attendants. Please READ the Attached Report. IT WAS AN ON going battle with management To Stop these S.A.F.A.'s from Campaigning for AFA. Aaron Slouin, Joseph ANATRA & Lonnie Battle were the WORST OFFENDERS. PREVIOUS REPORTS

ACTIONS TAKEN: in the space below, please describe actions taken by you, or other IAMAW representatives, at the time of the incident.

Steve Paris was made aware of the ~~to~~ repeatedly, both by _____ and _____
It still went on.

7/5/11

have been Submitted About
them. Lonnie Battles is AN AFA
GRIEVENCE REP that works in the
AFA office. He spent MORE time
in the Campaign Hallway (will
ON S.A.F.A DUTY) then Down
at his ASSIGNED post.

I just returned home from Recurrent Emergency Training tonight, and a thought occurred to me that may or may not be useful in weighing the IAM options regarding possible election interference charges.

Throughout the United system, management has set up information kiosks that have been highlighting the changes to our emergency procedures (new evacuation commands, actions, etc). These are staffed by United Airlines Special Assignment Flight Attendants who, to a person, were CWA-AFA supporters, and made no secret of that fact through open displays of pins, ribbons, and lanyards. On more than one occasion, one CWA supporter in Los Angeles combined his informational duties with overt campaigning and had to be warned by management to stop. Yet he and others were allowed to continue their overt, non verbal campaigning through these displays, which is tantamount to implied consent and clear representational bias from management.

To the same flight attendants who have reported to the IAM that they were under the impression they HAD to register their vote with CWA-AFA, and, fearing reprisal, either chose not to cast a vote or voted for CWA under duress, a visible sign of representational support for one union over the other on the part of de facto management personnel (the Special Assignment Flight Attendants) cast a very clear bias that their vote was expected not only by CWA-AFA, but endorsed by management as well.

I understand that the union pin is an allowed part of the uniform, and that, in and of itself, is not cause for concern. But the blue ribbons and lanyards, stickers, and buttons supporting a vote for AFA worn by flight attendants performing what should be a purely instructional role clearly tainted the laboratory conditions in the domiciles throughout the system. These special assignment flight attendants were there at the behest of and by arrangement of United Airlines management. Given the rancor that characterized the campaign waged by CWA-AFA, certain voters who didn't want to be bothered by airport, cafeteria, or hallway campaigning, were not even free from the intimidation when simply trying to obtain vital safety information pertinent to their job.

Written by

Flight Attendant

Tuesday, July 05, 2011

INCIDENT REPORT

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ATTN: IAMAW ORGANIZING COMMITTEE

FROM:

(Name & domicile)

(Address)

(File number)

(Email address)

(Phone number)

REPORT: In the space below, please describe the incident, including the date, time, location, names, circumstances, etc... Use other side, if necessary.

Joseph "Joey" ANATRA, Special assignment F/A on Duty in the Domicile on MAY 25th, 2011 @ 12:25. MR. ANATRA WAS using his position on Assignment with the company to Campaign for the

ACTIONS TAKEN: in the space below, please describe actions taken by you, or other IAMAW representatives, at the time of the incident.

I informed Domicile base manager, STEVE PATS.

6/15/11

CONFIDENTIAL

TO: SAC, NEW YORK (100-100000) FROM: SAC, PHOENIX (100-100000)

RE: [Faded text]

[Faded text]

[Faded text]

[Faded text]

[Faded text]

[Faded text]

AFA UNION. HE WAS SPEAKING
with F/A.

[Faded text]

INCIDENT REPORT

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Provide as much detail as possible, sign and date the form, and forward it to:

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ATTN: IAMAW ORGANIZING COMMITTEE

FROM: _____

(Name & domicile)

(E-mail address)

(E-mail address)

(File number)

(Phone number)

REPORT: In the space below, please describe the incident, including the date, time, location, names, circumstances, etc... Use other side, if necessary.

MAY 18th 2011 @ 0930; inside the Domicile; Joseph "JOEY" ANTRA WAS WORKING FOR UNITED AS A SPECIAL ASSIGNMENT F/A ON DUTY CAMPAIGN FOR AFA.

ACTIONS TAKEN: in the space below, please describe actions taken by you, or other IAMAW representatives, at the time of the incident.

I REPORTED the incident to Steve Pais, Domicile Base Manager.

6/1/11



Sam Risoli
Vice President
Inflight Service

May 12, 2011

To all Flight Attendants,

Over the last several months, we have analyzed the training and other technical requirements that we need to achieve our single operating certificate. In addition to meeting these requirements, before Flight Attendants can be integrated into one group, we must also negotiate a single contract and implement a single seniority list. Until that time, our collective bargaining contracts remain in effect and restrict Flight Attendants to flying their own subsidiary aircraft (including aircraft currently on order and/or options that the individual subsidiary had prior to the merger). As we look at the 2012 staffing requirements, we are going to be understaffed at the Continental subsidiary and overstaffed at the United and CMI subsidiaries.

We want to do everything we can to ensure that Flight Attendants at both subsidiaries who want to work have the opportunity to do so. Next year, the Continental subsidiary will need approximately 900 more Flight Attendants to fly the schedule, primarily as a result of the new 787 aircraft coming in the beginning of 2012. This is in addition to the order for the new 737/900 aircraft scheduled for delivery in 2012. At approximately the same time in early 2012, the United subsidiary will have 1795 Flight Attendants returning from voluntary furlough and the Continental Micronesia subsidiary will also have excess staffing as a result of the changes in the Pacific. The current 2012 block-hour forecast for the United subsidiary does not show flight time increasing from current levels. Based on current projections, we expect Flight Attendant overstaffing to become an issue at the CMI subsidiary and to continue at the United subsidiary.

We want to minimize the impact on our co-workers and seek to avoid furloughs resulting from excess staffing. To do this, we must structure a process by which we can most effectively manage the Flight Attendant imbalance between subsidiaries. This will avoid new hiring at Continental at the same time that we have underutilized Flight Attendants at the CMI subsidiary who may not be furloughed and United subsidiary Flight Attendants who could be involuntarily/voluntarily furloughed next year. Because of the length of time this process will take, including potential transfers, ramp up of recruiting, hiring and training of Flight Attendants, we must start these processes now. Additionally, to have staffing in place for the new flying, we must also plan on the single operating certificate being issued in November and begin integration training before the new 787 aircraft arrive.

We have contacted both the AFA and IAM to start conversations on how best to implement a cross-over hiring program for Flight Attendants. Our goal is for us all to work together to get the best result for you.

We are committed to sharing information that impacts you, and we will keep you informed.

Sincerely,

A handwritten signature in cursive script that reads "Sam".

SUBJECT Voluntary Crossover Program and Flight Attendant Recruiting Website

POLICY Parties are still in discussions regarding the voluntary crossover program. We hope to finalize these discussions soon and will communicate the details of the program at that time.

Given the lengthy lead time needed to screen, interview, hire and train new flight attendants, it is necessary to initiate the subsidiary Continental recruiting process now in case we are not able to fully staff our needs early next year using the crossover program.


CONTACT Your Base Management

CC J. Smisek, P. McDonald, S. Risoli, N. Foxhall, D. Messing, Inflight Management, IAM, P. Emden

AFA Responds to management Cross-Over Proposal

Date: July 10, 2011

Source: AFA Article

During our regular meeting in Las Vegas, the United Master Executive Council (MEC) took action on United management's proposal on cross-utilization of Flight Attendants between the United and Continental operations. 

On May 13, 2001 United management sent a letter to all Flight Attendants expressing their desire to cross-utilize Flight Attendants between United and Continental to address staffing shortages in the Continental operation. United MEC President Greg Davidowitch responded to the management's disingenuous timing of their letter and attempt to promote their scheduling agenda just days prior to the commencement of the Flight Attendant representation election.

Our response also illustrated that management's own timeline anticipates a Single Operating Certificate (SOC) by November of this year. This timeline provides United management the opportunity and incentive to achieve a consolidated workforce through successful conclusion of Contract negotiations; which would forestall any need to cross-utilize Flight Attendants who are ready and willing to work together.

During the first day of the regular MEC Meeting today, the MEC reviewed the official proposal from management regarding cross-utilization, which was drafted prior to the determination of representation of United and Continental Flight Attendants and assumed the Machinists Union prevailing in that election. Deliberations on the merits of the proposal resulted in the determination that there is nothing in management's document that offers any protection whatsoever against any furloughs at United Airlines and would result in a negative impact on our Contract.

Extensive consideration was given to recent Member feedback received through face-to-face discussions and Local Council meetings. Additionally the results of a poll conducted on our United MEC website open from May 13, 2011 through July 7, 2011 collaborated the views expressed by the Members in discussion with Local Leadership.

Our poll asked the question "Are you interested in being hired by Continental Airlines and

working under the terms of the Machinist's Contract at the bottom of their seniority list?" An overwhelming majority of Flight Attendants rejected management's proposal. 2,037 Flight Attendants participated in our poll, with 1,835 (90.1%) opposing management's plan with 202 (9.9%) favoring the idea.

If management truly wishes to address staffing concerns at both United and Continental, they have an immediate mechanism to accomplish this goal through successful conclusion of our negotiations. Because their proposal has no meaningful benefit to the 15,000 United Airlines Flight Attendants and also considering the proposal was rejected by a 90% margin in our poll showing strong opposition, the United MEC determined putting this issue to the Membership would be redundant. As such, the United MEC directed the MEC President to univocally reject management's proposal. A copy of a resolution unanimously adopted by the United Master Executive Council reads:

"Whereas, United management has approached the United Master Executive Council (MEC) with a proposal on cross-over staffing to address staffing deficiencies at the Continental subsidiary; and,

"Whereas, After soliciting feedback from our Local Membership through Local Council meetings and face-to-face discussions; and,

"Whereas, A membership poll was open on the United MEC website since May 13, 2011 thru July 7, 2011; and,

"Whereas, Direct Member feedback to locally elected leaders and the results of the poll overwhelmingly opposed management's proposal on cross-over staffing; and,

"Whereas, The United MEC has thoroughly reviewed the cross-over staffing proposal in open session;

"Therefore be it resolved, The United MEC has concluded management's proposal does not meet the needs and interests of the United Flight Attendants; and,

"Be it finally resolved, The United MEC directs the MEC President to advise United management of our unequivocal rejection of the company's proposal."

AFA's Summary of Management's Program

Review: United Management's Cross Over Hiring Proposal