

Mr. Jeff Smisek, Chairman and CEO  
Continental Airlines  
1600 Smith Street  
Houston, Texas 77002

Dear Mr. Smisek:

As you know, the nearly 8,000 fleet services workers are currently not part of a labor union. Many of us have worked very hard to change our status and soon the National Mediation Board will be sending out voting instructions to our homes and we will have the opportunity to cast our vote for forming a union. We are hoping to build a union that can gain us a greater voice at work and which will provide a vehicle to make a great airline even greater.

A couple of years ago, hundreds of us in the fleet services department formed the CAL Teamsters Committee for Victory. One of the decisions we made was to reach out to our Teamster brothers and sisters in the Tech Ops department, in large part, because of their good relationship with management. This was important to us because fleet services also deserve and hope for the same good relationship. On behalf of our co-workers in Tech Ops we urge you to bargain in good faith with the Tech Ops workers and want you to know that we stand behind them. In addition, we also stand by our Continental mechanics in their efforts to negotiate a fair contract.

We are writing you on the eve of the voting period to ask you to do all in your power to make sure Continental managers respect our right to form our union. In the past, there have been clear acts by your management team that interferes with a fair election process. Currently, it appears that your managers and others may be applying a number of the same techniques used in the past. For example, unsigned, demeaning and slanderous literature is being spread throughout the system and workers are being encouraged by managers—not to make a reasoned decision about their vote—but to “throw away” their voting instructions.

As the Chief Executive Officer of Continental Airlines you have the authority to insist that our managers not interfere in our right to organize. We are asking that you hold the managers to the same no distribution, no solicitation, no posting and no union organizing rule that has been applied so very strictly to fleet service workers in our effort to form a union. We ask that at the very least, there be a level playing field.

Under the “Working Together Guidelines”—one of the four cornerstones of the “Go Forward Plan”—we are promised to be treated with “dignity and respect.” If you believe this is a promise worth keeping, please carefully consider our request and let us make our own decision about forming our union without the interference of management.

Sincerely,

Continental Teamsters Committee for Victory