



the air line employee

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SEPT.-OCT., 1967

FRONTIER CENTRAL MERGER COMPLETED

With the approval of the CAB, there's a new, bigger Frontier Airlines in operation today. The fourth largest carrier in the United States in air route miles, and the second largest in the number of cities served, Frontier now serves 114 cities in 14 states.

As with any major change, however, a merger of two companies cannot be accomplished overnight. All mergers are beset with problem areas, and one of the greatest potential problem areas in any merger is the protection of employee rights and the combining of seniority lists into one new master list.

A main reason for a lack of problems resulting from the Frontier-Central merger is the long hours, cooperative spirit, and hard work put in by Leon Smith, Central MEC Chairman; Don Koughn, Frontier MEC Chairman, and the members of the combined airlines' Merger Committee which met regularly throughout the summer. Serving on this committee were John Scott, FAL and Fred Krebs, CEN.

On August 29th this group, speaking for all ALEA members on the two airlines, submitted to the Company a combined FAL-CEN seniority list which made possible the smooth and effective merging of both ALEA groups into the new FAL.

Latest Contract Accepted

With this master seniority list established, the Company and ALEA were in a position to work out most of the many, and complex, problems of employee salaries, working conditions, benefits in the new Company, and to place into effect the terms of the latest contract negotiated. As a result, in the Letter of Agreement between the Company and ALEA, signed September 15, 1967, the Company agreed to accept the Frontier contract as a whole for the new Company.

The smoothness of the merger, as it affects ALEA members, can best be seen in quotations from a recent letter from Don Koughn, FAL MEC Chairman to Vic Herbert, ALEA president.

"Where there could have been many areas of dissent, there were none. The



New FAL-CEN MEC meeting in Denver with Pat Lyness and President Herbert.

compilation and integration of the two seniority lists were accomplished without difficulty on the part of either the Company or the Association and the committee should be commended for their rapid action to complete the integration in what may well be record time.

"The integration of facilities and personnel at duplicate cities was done without consequence (except for one station that could possibly have been a clerical error) under acceptance by the Association.

"The decision of the Company to accept the Frontier contract as a whole, without any attempt to tear the two contracts apart and reassemble them into something undesirable is very heartening, inasmuch as this means immediate economic impact to bring the Central personnel rates up to Frontier's rates."