



IT'S TIME TO JOIN TOGETHER

ONE VOICE A SOLO, MANY A CHOIR...LET'S SING!

The time has come for Delta Flight Attendants to have a say in their future. The only way our best interests will be protected is through a **LEGALLY BINDING CONTRACT**. We deserve it.

What will a contract do for us?

A contract is a legally binding document that spells out our wages, benefits and working conditions. If management violates the contract, they are breaking the law. AFA will take legal action to enforce it, if necessary. Do you feel Delta had your best interests in mind when they slashed your medical and sick leave benefits? Do you feel your best interests were in mind when Delta decided to eliminate your pay protection? Did Delta listen to the results of their own flight attendant survey? With a contract, changes to our benefits and pay would have to be negotiated. We now know we can no longer count on management's goodwill to protect us. Only **WE** can do that.

Why do I have to pay dues every month?

Contrary to what Delta will have you believe, Unions are not for-profit organizations. Dues are \$39 a month and are tax deductible.

- Your dues go to pay for legal costs, including AFA's experienced legal team who will work to enforce your legally binding contract;
- The cost of negotiations, including the professional negotiators who will assist your negotiating committee;
- Communications materials to keep you informed about your contract negotiations and other developments;
- Safety and health experts who advocate for improved workplace safety and assist with accident investigations.

Dues are also used to pay for arbitrations to protect you if management violates your contract, or if you are fired or disciplined unjustly. AFA's departments are staffed by full-time professionals and elected union leaders who are all focused exclusively on flight attendant issues.

Unions make companies go bankrupt.

Delta is trying to perpetuate this myth using the current pilot negotiations. What Delta doesn't tell you is that the pilots have always had the door open for negotiations, but first they wanted to see a business plan and know that all stakeholders would share in our recovery. Delta has refused to negotiate, taking an "all or nothing" approach. ALPA has learned from history that concessions from workers alone do not return companies to profitability. Better business strategies do. The talk of bankruptcy is upsetting to us all. No one, not even the pilots, wants that to happen. Management's approach towards the pilots is unsettling. The message it sends is that there is no need to negotiate if they know they'll "get it all" in bankruptcy.

Unions didn't help American or United flight attendants.

There is no question that our industry is in turmoil. We all need to help with our recovery. The flight attendants at American and United understood this, and they gave concessions. The difference is they were able to VOTE democratically on how their lives would be changed. A union contract allows companies and workers to sit down as equals and discuss problems. We don't have that respect. American and United flight attendants have the ability to negotiate back what they lost when they return to profitability. Without a contract, we don't have that ability. We are simply told that our cutbacks are permanent. We can only rely on management's goodwill.

When can we vote again?

To be able to call another vote, we must get a majority of our colleagues to express a desire for union representation. This is done by signing an authorization card. Your AFA ACTivists are working hard to win you representation, but we can't do it alone. Come and work with us. Pledge to get 10 cards signed. With over 16,000 active and furloughed flight attendants, we have a large task at hand. The time has come for each of us to take ownership of our future, not to leave it to others. VOLUNTEER TO BE A MEMBER OF THE COMMITTEE OF 1000. It requires only thirty minutes of your time a week. The only way we will succeed is to JOIN TOGETHER! To take an active part in your future, contact Kim Paquette at kpaquette1101@comcast.net, or one of your local ACTivists.

Educate yourself!

Subscribe to Jointogether, Delta AFA's daily newsletter. Included are industry related articles and comments from your colleagues. Hear about issues at other airlines, different perspectives on how our upcoming changes will affect us, upcoming union meetings, and what we all need to do to help get a contract. It's confidential and free...Go to www.deltaaafa.org and sign up!