

# American Eagle Has Landed!

## Turning Rancor Into Cooperation

Hampered by years of upheaval caused by mergers and consolidations, American Eagle flight attendants began to make gains when management decided to turn a combative attitude into a true partnership.



The first step by airline executives was to contract with a professional mediator/coach to serve as a facilitator in special union-management meetings. Management committed to pay MEC and LEC officers flight pay to attend the monthly meetings, and jointly they worked out a manual for interpreting the contract, resolving grievances and serving as a guide in contract administration.

## Ironing Out Merger Wrinkles

The negotiations have already yielded a precedent-setting Aviation Safety Action Program (ASAP), an AFA program that allows flight attendants to self-disclose violations without fear of discipline. The company agreed to pay for AFA involvement and pick up hotel costs for flight attendants involved.

Eagle is a prime example of how AFA's merger policy has served to smooth transitions, integrate seniority fairly and fuse discordant work rules and pay provisions. Delta AFA can serve the same role at the new Delta Air Lines, negotiating an industry-leading contract.

## A Recipe for Delta's Success

Delta AFA will seek the same kind of cooperative relationship at Delta Air Lines, and it will be up to our executives to meet us halfway. Together, we can build the world's greatest airline and agree to an industry-leading contract for flight attendants.

**VOTE DeltaAFA Representation**  
Opportunity. Unity. Respect.