



Isn't it time to make real progress?

The recent cut in how our profit sharing pool is calculated is estimated to save Delta billions of dollars that would otherwise be shared by all Delta employees.

Here's how:

In 2015, the average annual salary of a Delta Flight Attendant was approximately \$50,000. The 14.5 percent wage increase will raise our average annual salary in 2016 to about \$57,300, which, adjusted for inflation, is about a three percent raise since 2001.

The approximate cost to Delta in 2016 for our 14.5 percent increase in salary will be about \$155 million. And, let's not forget we do not have any other guaranteed pay raises for 2016 and beyond.

Now, let's consider the money that will be removed from our profit sharing pool because of the cut to how our profit sharing is calculated.

Analysts estimate that Delta will earn about \$6.5 billion in profits in 2015 and approximately \$7.2 billion in 2016 (the profit sharing program defines profit as pre-tax profit excluding profit sharing and special items, such as MTM adjustments and restructuring and other items). That's up from about \$4.5 billion in 2014 and a major reason why Delta cut our plan. Profits are exploding and Delta decided without our input to keep more of that money rather than share it with us.

Now, let's look at what our profit sharing pool *would be* for 2017—the first year the cut will be initiated—if Delta didn't change the plan formula:

OLD FORMULA: 10% of the first \$2.5 billion = \$250 million.
20% of \$4.7 billion—the profit above \$2.5 billion = \$940 million

\$250 million + \$940 million = \$1.19 BILLION

Now let's look at what the pool *will be* for 2017 with the formula cut:

NEW FORMULA: 10% of \$6.5 billion = \$650 million
20% of \$700 million (the difference between the 2016 profit of \$7.2 billion and the 2015 profit of \$6.5 billion) = \$140 million

\$650 million + \$140 million = \$790 million

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Let's think about this for a moment: If \$400 million is the average cut to our profit sharing pool each year—and that's a conservative assumption—over five years that's **\$2 BILLION** taken from Delta employees.

As you can clearly see, the cut in our profit sharing will be more than enough to pay for the wage increases Delta employees received.

It's time to finally stop these pay gimmicks in which a raise is not a raise. That's why 70 percent of unionized pilots rejected this scheme.

We can do that by gaining a Voice in our future. Sign, date, return and verify your election authorization card today, so we can gain the right to vote for representation.

Yes

**IAM
DELTA**
Flight Attendants
IAMdelta.net