

why union? why now? how do we benefit?

consider...

COLLECTIVE BARGAINING: Allows for an equal 'partnership' in the process of negotiating for better wages, workplace conditions, benefits and work rules. A legally-binding contract secures an agreement between labor and management and cannot be changed, deviated from or cancelled without both parties' approval.

ACCOUNTABILITY: Union representation and a Collective Bargaining Agreement holds the company accountable and mandates compliance with not only the contract—but also applicable federal and state laws/regulations, such as Federal Aviation Regulations, OSHA, etc.

A VOICE: All members have a voice in anything that impacts the FA profession at Delta, and secures the right to speak out on work rules, wages, benefits and unsafe working conditions. With representation, the company must allow elected Union Representatives access to the workplace, i.e. onboard aircraft, to inspect unsafe working conditions / exposure to risks and validate needed change.

JOB SECURITY: Non-union employees can be terminated 'at will' for any reason, or no reason at all, with limited recourse. Union members can only be terminated for 'just cause'. A codified grievance process affords Union members protections, job security, fairness and rights on the job.

PROTECTION OF SENIORITY: A Collective Bargaining Agreement protects accrued seniority and the benefits associated with such longevity. A contract clearly defines how FAs are dealt with in the case of furloughs, mergers or acquisitions.

STRENGTH IN NUMBERS: As members of a Union you have more power as a cohesive group than by acting individually.

UNION MEMBER RIGHTS: Union members have equal rights to participate in union-related activities, freedom of speech and assembly, the right to

challenge unjust management decisions, safeguards against improper discipline—and a voice in the Collective Bargaining process governing every aspect of the FA job.

COALITION / ADVOCACY: Union representation (specifically with the IAM) allows for a collaboration and affiliation with the AFL-CIO, a powerful force in the labor community, along with the ITF (International Transport Workers Federation), a global organization advocating for transportation workers on a worldwide scale. As IAM-represented Flight Attendants, we become an important part of the Coalition of Flight Attendant Unions, a coalition that advocates for nearly 100,000 FAs.

RESPECT: Having Union representation recognizes the FA workgroup as professionals, allowing for a 'seat at the table.' Respect of FAs as professionals strengthens existing partnerships benefitting both labor and management.

Yes

**IAM
DELTA**
Flight Attendants
IAMdelta.net

Sign your a-card today!!