

WHEN IT COMES TO OUR PROFIT SHARING CHANGE, EVERYONE WANTS TO TAKE CREDIT



While Delta has taken action to harmonize our profit sharing formula, both IAM and AFA have tried to take the credit. But why don't you ask them what they **actually** negotiated for their members at American and United?



United flight attendants have the **same profit sharing** formula that Delta flight attendants had **before our Oct. 1 change** – and that was the result of 3-1/2 years of AFA negotiations.

And, IAM negotiated the **worst** of United's three profit sharing plans for its members – with a payout of less than 6% for 2016.



At American, IAM-represented employees participate in a plan that was **voluntarily provided** by management – **not** negotiated by the IAM.

It paid only 3% for 2016.

PROMISES ARE EASY. ACTIONS SPEAK FOR THEMSELVES.