

# IAM AND AFA CONTRACT NEGOTIATIONS ARE A ROLL OF THE DICE.

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## IT CAN TAKE YEARS

Contrary to what you may have heard – **negotiating a union contract isn't quick or easy**. It took almost **SEVEN YEARS** for the IAM to negotiate a first contract for fewer than 150 flight attendants at CommutAir and Spirit flight attendants waited **NINE YEARS** for the AFA to negotiate a second contract.

## PAY AND OTHER IMPROVEMENTS ARE TYPICALLY FROZEN

While you wait for negotiations to complete, your colleagues in other Delta divisions will keep moving forward with pay increases and other enhancements.

## EVERYTHING IS ON THE TABLE

When a union contract is negotiated, the two sides start from scratch. That means profit sharing, pay raises, A-Days, swapping flexibility and other things you really care about can be negatively affected.



No matter how many promises union organizers make, there are no guarantees when it comes to a union contract. Things could improve, stay the same, or be worse.

**DON'T LET THE IAM AND AFA GAMBLE WITH YOUR FUTURE.**