

IAM AND AFA PROMISES ARE **GUARANTEED TO DISAPPOINT.**

IAM and AFA organizers want you to believe that with a union contract everything would be better than you already have. Here are the facts about negotiations:

ALL YOU HAVE IS SUBJECT TO CHANGE

Swapping flexibility, A-Days, profit sharing, vacation time, and everything else you value is all on the negotiating table.

IT TAKES COMPROMISE

Union organizers talk plenty about job protection, pay increases, and pensions. But contract negotiations require agreement by both sides.

NO GUARANTEES

Once you've waited - perhaps years - for a contract to be finalized, your pay, work rules and benefits could be better, worse, or exactly the same.