



## CONTRACT NEGOTIATIONS

### NO GUARANTEES

- In contract negotiations everything is negotiable! It is NOT possible to predict what will happen as a result of negotiations – some changes might be good, some might be bad, some things might stay about the same.
- Negotiations for an initial contract in the airline industry often take more than two years. Courts have ruled that during that time, the company is not required to maintain status quo and, therefore, **can** make positive or negative changes to pay, benefits and work rules.
  - Flight attendants at Midway Airlines voted for union representation by the AFA more than two years ago and still have not finished negotiating for an initial contract.
  - Midway Airlines recently laid off 99 flight attendants after filing chapter 11 bankruptcy. It is unclear what AFA can or will do to protect those people.
- One of the union's highest priorities is likely to be to negotiate for a union security provision. This provision typically requires that all employees must pay union dues or agency fees as a condition of continued employment. For most flight attendants represented by AFA union dues are \$39.00 every month -- \$468 every year. Agency fees typically are only marginally less.
- The union's Constitution and By-laws govern the relationship between flight attendants and the union. Read and understand the contents of these documents as they often have provisions that limit the rights of employees in dealing with the union. These typically are public documents. If the union does not provide them to you, Delta can pursue making copies available.



**YOUR PAY RAISES ...  
DELTA'S COMPENSATION PHILOSOPHY IS SUPERIOR**

	<u>1997</u>	<u>1998</u>	<u>1999*</u>	<u>2000</u>
Raise Date	5% 7/97	0%	8% 1/99	3% 4/00
Bonus Date	5% paid in 9/97 (for 7/96-6/97)	6% paid in 9/98 (for 7/97-6/98)	6% paid in 1/99 (for 7/98-12/98)	0%

*\*Instead of basing bonuses on whether or not Delta makes a profit, you received a pay increase by rolling 6% profit-sharing and an additional 2% raise into a total 8% pay increase you see in every check you get.*

- Delta flight attendants have accumulated 16 percent in pay increases since 1997... *plus* profit-sharing bonuses\* in some years.
- United flight attendants, represented by AFA, are locked into a 10-year contract with a total of 6% in scheduled raises -- that's 6% in negotiated salary increase over a 10-year period.

The AFA-United contract also gives AFA an opportunity to seek additional raises through arbitration to bring United flight attendants up to the industry average. Recently, after AFA rejected a proposed pay increase from United, an arbitrator denied United flight attendants any raise at all, because they were already at the industry average. The UA flight attendants are not happy, and AFA has threatened a CHAOS-type campaign or other unspecified actions.

The AFA's next opportunity to negotiate for industry leading wages at United – to catch Delta flight attendants – is 2006. The current organizing campaign may be the United flight attendants' way of trying to involve you in their problem.

- US Airways flight attendants also are unhappy at the circumstances they find themselves in.
- Delta's compensation philosophy assures that your pay is reviewed each year.
- Flight attendants' next scheduled review is January 2002. One important part of the review looks at your pay compared to flight attendants at other airlines to see if you are still at top pay at the top of scale.



## INDUSTRY-LEADING PAY

Top of Scale June 1996-July 2001 AVERAGE 75-Hour Salary (62 months)

Delta	American	Continental	Northwest	Southwest	United	US Airways
\$3,480	\$3,142	\$2,646	\$3,014	\$3,404	\$3,154	\$3,117

- Delta flight attendants receive industry-leading pay at top of scale. And, this differential is increased after taking into account the reductions for union dues that flight attendants at other carriers must pay.
- A Delta flight attendant at top of scale earned an average of \$3,480 per month... more than any other flight attendant in the industry in the past 62 months.
- Delta flight attendants make 16% more than flight attendants at United and 12% more than flight attendants at US Airways for the same amount of flying. The Association of Flight Attendants represent flight attendants at both these airlines.
- A United flight attendant must fly 99 hours to match what Delta flight attendants make in 85 hours.