



## 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 make things better, some might make things worse, 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 had not finished negotiating for an initial contract by the time Midway filed for Chapter 11 bankruptcy protection.
- 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 AFA represented flight attendants, union dues are \$39.00 every month -- \$468 every year. Agency fees typically are only marginally less. (AFA has announced a planned dues increase in January 2002.)
- 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 make copies available.



<b>What Delta Flight Attendants Already Have:</b>	<b>What Happens In The Collective Bargaining Environment?</b>	<b>The Result? Get better, stay the same or get worse?</b>
<b>Authorized leave</b>	subject to negotiation	No Guarantees
<b>Unlimited Swaps</b>	subject to negotiation	No Guarantees
<b>Industry-leading pay</b>	subject to negotiation	No Guarantees
<b>Industry-leading benefits</b>	subject to negotiation	No Guarantees
<b>Vacation unlimited splits</b> Split vacation time into incremental weeks	subject to negotiation	No Guarantees
<b>Enhanced trip-drop program</b>	subject to negotiation	No Guarantees
<b>Managed Time Out</b>	subject to negotiation	No Guarantees
<b>NYC Crew Runner</b> Unique to Delta – no other airline offers this service	subject to negotiation	No Guarantees
<b>Over 8-hour turnarounds</b> Provides extra flexibility that you asked for	subject to negotiation	No Guarantees
<b>Industry-leading per-diem Reimbursements</b>	subject to negotiation	No Guarantees
<b>Annual pay reviews</b> Unique to Delta - no other airline offers to review your pay scale on an annual basis	subject to negotiation	No Guarantees
<b>Quarterly Max Program</b> You requested more control over your time, and you got it	subject to negotiation	No Guarantees
<b>Auxiliary Program</b> Lets you make the choice to achieve a more balanced work life	subject to negotiation	No Guarantees