

WHAT THE IAM ISN'T TELLING YOU ABOUT CONTRACT NEGOTIATIONS

IT CAN TAKE YEARS

Contrary to what IAM organizers are saying – **negotiating a contract isn't quick or easy.** It took almost **SEVEN YEARS** for the IAM to negotiate a first contract for fewer than 150 employees at CommutAir.

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, shift swapping, seniority portability, vacation time and other things you really care about can be negatively affected.

No matter how many promises the IAM makes, 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 GAMBLE WITH YOUR FUTURE.

DON'T RISK IT. **DON'T SIGN IT.**

