

SENIORITY MATTERS

Do you want control over your own Destiny?

Assuming the answer to that question is YES, this information will help you. We encourage you to print and share this document to assist in conversations with your colleagues.

The Delta Seniority Integration Committee should be commended. The 14 DL flight attendants hired outside counsel to review the different methods of integrating seniority. After spending a great deal of money and several months on the subject, the committee came to the conclusion of what AFA knew was right all along! Date of Hire is the most “equitable” method for integrating the seniority lists.

REMEMBER: Until AFA is elected and negotiates a single contract for the entire Delta group, there is no binding seniority list. There is no need for AFA to agree to anything at this time. The NWA flight attendants own their seniority list while Delta management controls the list of the DL flight attendants. By agreeing with the recommended seniority integration list at this time means we lose control of our destiny and seniority. The recommended list published this week is meaningless without a binding contract.

Here are the steps we must take to ensure we maintain control of our future and our seniority:

- 1 **An election granting you the opportunity to maintain a voice in your workplace and control of your seniority**
- 2 **We WIN! - The majority of NW & DL flight attendants choose a Union**
- 3 **AFA-CWA conducts polling of all flight attendants to determine your priorities for a combined agreement**
- 4 **Negotiate improved joint Contract using polling information**
- 5 **When satisfactory improvements are negotiated we ratify a combine agreement**
- 6 **THEN and ONLY THEN do we merge seniority lists**

IMPORTANT FACTS

- ▶ This timeline was used by our Pilots. Granted, they did not require an election however, they strategically used seniority integration as leverage for contract negotiations.
- ▶ The ALPA seniority list was not integrated until a Contract was ratified.
- ▶ Delta Management owns and controls the Delta flight attendant seniority list.
- ▶ WE the Northwest flight attendants own our seniority lists.
- ▶ The word “SENIORITY” appears 351 times in your current Contract.
- ▶ Without a Contract you have no control over your seniority!

DELTA AFA
OPPORTUNITY. UNITY. RESPECT.