



# IAM DELTA *Our Voices*

[iamdelta.net](http://iamdelta.net)

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Did you know that under a union contract, if a manager calls you at home, approaches you in flight, on the aircraft, or for any reason that could result in disciplinary action being taken, you could respectfully and rightfully decline by simply stating, "I wish to have my union representative present"?

And that's that.

You cannot be compelled to face management alone, on your own.

And in extreme and rare occasions when a union representative is not immediately available, you could grab any flight attendant who happens to be nearby and willing, to serve as your witness. You could bring him or her into your manager's office with you, or have him or her stand by to listen as you are questioned by management.

Under every labor agreement under which I was covered, managers were required to advise you of

your right to union representation before a disciplinary meeting or conversation could ever occur.

Much like Miranda Rights, if a manager failed in his or her duty to advise you of your right to representation, and disciplinary action was taken against you as a result, such disciplinary action would be removed because the manager violated your

rights under your legally enforceable contract.

Most managers respected the flight attendants and our contract and followed the rules.

A union contract guarantees our *rights* at work.

Without a legally enforceable contract, we have only privileges, which may be taken away at any time without our consent.

Do we believe we deserve rights in our profession, or are we happy with just being given privileges?

If you believe that you deserve enforceable rights at work, sign an IAM election authorization card today.

*"Do we believe we deserve rights in our profession, or are we happy with just being given privileges?"*