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# UNION A-CARDS

If a union wants to organize a group of employees, the first step is to collect enough Authorization Cards (“A-Cards”) to file an application for an election with the National Mediation Board (NMB), a U.S. agency that oversees labor-management relations in the railroad and airline industries.

**UNION A-CARD**

I, the undersigned employee of Delta Air Lines, hereby authorize the Association of Flight Attendants (AFA-CWA) to apply to the National Mediation Board to hold a representation election.

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Shift: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Employee #: \_\_\_\_\_

Classification: \_\_\_\_\_ Location: \_\_\_\_\_

Sign: \_\_\_\_\_ Date: \_\_\_\_\_

**NOTE: THIS AUTHORIZATION CARD MUST BE SIGNED AND DATED IN THE EMPLOYEE'S OWN HANDWRITING. YOUR RIGHT TO SIGN THIS CARD IS PROTECTED UNDER FEDERAL LAW.**

# Every Delta employee has the right to choose or reject union representation — full stop. But before you sign an A-Card, there are three important things you should know.



**Signing an A-Card is not a request for more information —** it means you want a union election. A union can call for an election to represent an entire workgroup at Delta if at least 50% of eligible employees in that group sign A-Cards.



**A signed A-Card remains valid for one year,** and the union has zero obligation to return your A-Card to you — even if you change your mind and ask for it back.



**There's no such thing as “trying out” a union.** If life with a union turns out to be less than what you hoped for, it would be nearly impossible to restore what we have here at Delta. There is no simple way for employees to return to non-union status after a union is certified, and we have not seen it happen with any workgroup even half the size of our flight attendant work group.

**Signing an A-Card is an important career decision.** If you are still learning about what AFA representation might mean for you or simply don't want to sign a card, **you have the right to say “no”.**



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