



IMPACT

Informed Membership Participation & Activism Communications Team

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Mobilization Team Leaders -

The Northwest Airlines Flight Attendants are facing one of the biggest challenges of our careers: airline consolidation and a possible merger involving Northwest Airlines.

Northwest management is currently in intense merger talks with Delta Air Lines, and media reports indicate that a merger announcement will come as early as this week.

If there's a merger, your AFA-CWA leaders will focus on protecting our contract while seeking improvements, and eventually merging the best of our contract and the best of the Delta policy manual. To do this, we must be prepared for a possible representation election to retain our bargaining rights and to avoid losing our contract and our union. Without union representation and a legally binding contract, we will be at the whim of Delta management. Mobilization is an integral and key part of this effort.

Last Friday, Delta Air Lines Flight Attendants announced they will file cards with the National Mediation Board on Thursday, February 14th, seeking an election for union representation by the Association of Flight Attendants-CWA. A solid majority of Delta Flight Attendants have signed authorization cards and eagerly await the election. *If they win that election*, there will be no need for the combined workforce to hold a representation election in the event of a merger; we would automatically retain our bargaining rights. *If they do not win*, however, there will then be a second election for the combined workforce of Northwest *and* Delta Flight Attendants. We must be prepared to win that election to avoid losing our bargaining rights and union representation altogether.

"Delta Flight Attendants have made it clear that they want a voice in their future and a legally binding contract they can count on," said Patricia Friend, AFA-CWA International President. "They want the right to negotiate rather than simply having to accept what management decides. They want a contract with improvements in pay, benefits and working conditions. They want a seat at the table – whether it is during regular contract negotiations or mergers – so they can have a voice in their careers. Their goals are our goals and we will work together to achieve them."

These are developments that will affect all Flight Attendants at Northwest Airlines, and it is important that the members be well informed and ready to mobilize. Together, we must secure our future and dispel the rumors that create division in our ranks.

Since our last communication, we have re-branded Member Mobilization. The MEC Committee is now called Member Engagement and your group is now **IMPACT**: Informed Membership Participation & Activism Communications Team.



As Team Leaders, you have already been assigned 10 fellow Flight Attendants to call and keep informed as part of a system-wide phone tree. In addition, IMPACT Leaders will now serve as information representatives for the union while flying the line. IMPACT Leaders will provide current and factual information to the membership and deliver feedback from the members to the Member Engagement Committee. This feedback will then be passed to the proper officers or committee in order to keep a finger on the pulse of the membership and address their questions and concerns. Nothing can replace one-on-one, member-to-member communications. As an IMPACT Leader, you are the conduit through which this dialogue between the members and officers is maintained.

Shortly, we will be providing IMPACT Leaders with brightly colored bag tags and lanyards that will identify you to the members as union information representatives. In our communications, Flight Attendants will be advised that they are welcome to approach an IMPACT Leader to ask questions and offer constructive feedback.

The union's most important resource is our membership. We are committed to a strategy of increasing our power through membership education and activism. That is the basic premise of member mobilization. Fundamentally, a union's power at any point in time is nothing more than the total energy and support of its members who can be mobilized.

We ask for your continued commitment in defense of our careers, our contract and our union.

In solidarity,

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