



Dear Fellow Flight Attendants,

I just arrived home from four days campaigning with the Delta flight attendants in their union representation election in Atlanta, both at the airport Visibility Campaign and at the Call Center. I went because I want to help them gain a voice at work, but also because if Delta joins AFA-CWA, that's our first line of defense against losing our own union representation and our contract if the merger goes through.

We have a tremendous task to accomplish between now and May 28, when the National Mediation Board counts the votes for the Delta AFA election beginning at 1400 EDT. We have been trying to reach out to this very large group to answer their questions about our union, and we are now concentrating in Delta's biggest flight attendant base, Atlanta. Delta has 6,000 flight attendants in ATL and many repeat the mantra, "We love our Delta," and don't want change.

What Management is Doing To Bust Our Union

During my days at the Call Center I had my share of challenging calls. One flight attendant thought rank ratio seniority was the best for everyone, believing the hype Delta management is spinning. She didn't realize that if an arbitrator referred to past practice in a seniority dispute, Delta might actually *lose* seniority: because their group is heavily concentrated at the upper seniority range, relative integration—instead of our AFA-CWA constitutionally mandated "seniority date" integration—could actually *hurt* them. That's exactly what happened to the pilots at US Airways.

In the ATL Delta Inflight office, a continuous anti-union video is blaring, with interviews from several Delta flight attendants, one of whom talks about how he's able to remodel his bathroom because he can fly 130 hours or more per month—saying that our union will take that privilege away from him. There are posters and leaflets stacked everywhere with Delta's union-busting campaign ad, "GIVE A RIP," meaning rip up your NMB voting instructions and ballot when you receive them in the mail.

Delta management has spent their employees' money mailing out a package to every single flight attendant— all 14,000 of them—including a [DVD starring CEO Richard Anderson and President Ed Bastian](#). More of the same propaganda. They are serving food and beverages daily in Inflight to entice flight attendants to listen and read their anti-union lies. They have copied AFA and now have *anti*-AFA bag tags and t-shirts for them. Our union is referred to as the "Third Party" in written communications to the flight attendant group. Managers at Delta also harass AFA activists on a daily basis, by questioning their right to talk to co-workers, calling the police on them for talking to each other, repeatedly telling them to move their organizing table two inches and asking them to not have any signs (like a small table tent that says "AFA") while meanwhile they hang six-foot poster boards from the ceilings telling them to vote against our union.

One Delta flight attendant I spoke to on the phone said she witnessed a manager ripping an AFA bag tag off a co-worker's suitcase. We are busy documenting these none-too-subtle episodes of interference to bring to the NMB after the election. According to NMB representation election rules, except in "extraordinary circumstances," allegations of interference are not considered until after the election is complete and votes are counted. I guess that gives us more time to build up mounting evidence of interference.

If we don't win this election, we will be in campaign mode for the long haul—up against very deep anti-union pockets and facing the loss of our union and our contract. Here's why: if Richard Anderson and the anti-union leaders at Delta can defeat their flight attendants' efforts to join AFA, we have every reason to believe they will use that defeat as a weapon in the second election (that we, the NWA flight attendants, will also participate in). They are already working on a divide and conquer strategy to pit our two flight attendant groups against each other. A second election will allow them to say "Delta flight attendants have spoken – now don't let those Northwest flight

attendants shove their union down your throats." We will have to work twice as hard in a second election to ensure we have a contract and a voice at work.

What You Can Do To Preserve Our Contract and Our Union Representation

Having said all this, I do feel there is hope. We know the Delta flight attendants in Los Angeles support AFA by an overwhelming 95%. On my DL 767 flight home last night, all six flight attendants were for AFA and they took all of my bag tags and AFA pins! We spoke to many Delta flight attendants at the ATL airport yesterday that were taking pins and bag tags, and who said they had already voted. Some said they voted for AFA the first time. Our numbers *are* growing.

At the ATL call center we had Northwest, United, Delta, Horizon, AirTran, US Airways and Alaska members. There were CWA workers as well. We are recruiting more activists from NW that live in ATL. But we need more volunteers! We need to get out the vote!

Please, spread the word—when you see Delta crews, **talk to them**. Explain the importance of representation *when*, not *if*, Anderson tries to outsource our international flying. We know they haven't given up that idea. Steenland brings it up to this day, how we could have gotten so much more in our current contract if only we'd sold off our rights to routes that have been flown by flight attendants on our seniority list for decades. Northwest flight attendants have fought against outsourcing and the further degradation of our workrules, and fought against executives who used the bankruptcy courts to impose drastic cuts to our conditions of employment. We were able to do that through our union; without a union we would work at the whim of Delta executives. Who will speak to Congress for us on our issues, our safety, our work environment, our jobs and our rights if we lose our Union? We have to explain this to Delta flight attendants.

There is a Georgia Labor Rally on May 15 at the Delta employee parking lot. This will be the biggest show of union power in years and the largest union organizing campaign in history in the Atlanta area. Let's be there for our future union brothers and sisters. (Visit the deltaafa.org website for details.)

We need volunteers to go to ATL, SLC, NYC, FLL, MCO, CVG, BOS and DCA. If you are interested in helping Delta Air Lines flight attendants achieve a professional voice on the job, or if you have any questions, please contact organizing at: gotv@deltaafa.org or **800-424-2401** x 591.

Take care, fly safely and get the word out.

In Unity,

Ana

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