

## View From The Jumpseat – January 2010

“Dear Miss Rook,

I am a premerger Northwest Flight Attendant based in NYC but have been at the ATL satellite base since May 2009. Now that Delta management has confirmed in writing their intent to close the S-ATL base for PMNW and both the S-DTW and S-MSP for PMDL Flight Attendants, there are many questions that need to be addressed and answered. Do we have Scope? To what extent is our Scope? Is there still a Northwest pilot seniority list? Is the only aircraft covered under our Scope the 747-400? What is our plan of action concerning what Delta management has in their plans as of May 1st? Is AFA going to fight this (i.e. putting Delta F/A's on PMNW aircraft and vice/versa). Or is in fact Delta in the right? I can accept and deal with this, but please inform us so we all know what to expect. Not on April 6th when our May analysis is released.

So many rumors and yet no substantial news from our Union concerning the fate of our Scope language that we so painstakingly agreed to, only to completely trash the rest of the sections in our previous contract to hold on to our Scope. Considering the announcement, Delta must have a general idea as to what flying the PMNW F/A's at the NYC base will have for their schedules as of May 1st. We need to know soon what these plans are so we can make informed decisions. Then there is the issue of when we will be voting! Again no news from our union....no emails about the time frame....just no news. But there is a large posting on the main AFA web site about how we can help United Flight Attendants. How about AFA helps us by keeping NWA Flight Attendants informed. I feel like 20,000 hard working Americans are being held hostage by our Union, Delta Airlines and the NMBS. Our patience has run out....it is time for some answers.”

Dear ATL/NYC Member,

First of all, I want to thank you so much for volunteering in our campaign to save our union contract. Your efforts out on the line as a campaign Info Rep are greatly appreciated by me as a union leader and as a fellow flight attendant.

To answer your question a bit more specifically about our Scope - yes, we have a disagreement over this matter and that has been covered often in the hotline, by mail, etc. The company must honor our contract in its entirety - including our Scope that we kept at so dear a price - or our remedy is to file a grievance and battle it out in arbitration. As Delta has stated for quite some time, they believe they don't have to honor our Scope in all respects. We disagree and some of your specific questions about this are answered in the documents that I've linked below. We'll continue to work hard to get this message out across the system. Here are some of the latest messages we've sent out about related subjects: [DL & AFA Negotiations](#) - [Scope Q&A](#) - [Election & Scope](#) - [SOC & Scope](#) - [AFA 90 Closure Hotline](#).

The situation regarding Delta's lack of recognition as AFA to negotiate for the whole group has not changed. Delta will not negotiate with AFA for a separate "fence" or

transition agreement - they have stated often and for a long time that we do not represent the whole group of NW & DL. Nothing legally requires them to negotiate a separate transition/fence agreement. This is an entirely new and different situation from past mergers. In past mergers flight attendants were fortunate to have union representation at both airlines (and as was the case for our pilots). Knowing that it was inevitable that would have a union contract no matter which union won, it was in the best interest of all parties in past mergers to sit down and work with union representatives to negotiate transition agreements that smoothed the process. Of course Delta's focus is to eliminate our union contract, not to attempt to smooth the process.

We will continue to move forward decisively with our plan to protect our members in our current reality and we'll keep trying to do our best to get that message out there. As we've stated, we will protect our contract (our "fence") by utilizing the expedited arbitration clause if/when they violate our Scope.

As for being anxious about our vote, I'm going to be blunt and let you know that you certainly aren't alone in that feeling. Many of your union leaders feel the same way; however, we are willing to do what must be done to give us the best chance possible to keep our contract. If we don't wait for the NMB's decision, we will certainly have our election under the old rules. To be frank, we have a good chance and our support continues to grow, but it's a bit of a coin toss at this point. Even though it's hard, your MEC and Delta campaign leaders are willing to continue to fight to keep over 62 years of collective bargaining, even if it takes a few more months to ensure that right. There is too much at stake to make any other choice.

As for Atlanta, one thing I can tell you is this - without our contract we may not have even had a satellite in ATL. Even if we did, they could have used the regular Delta AFP rules (which are in constant flux, as you can see in the temporary Delta AFP merger policy, which they introduced to more closely align their policies temporarily with our legally binding contractual LOA 20: <http://nwaafa.org/contract/letter20/>). Please visit Deltanet to view the normal Delta AFP rules, which require you to live within a certain radius of the airport. That would have disqualified you. There are other requirements as well that could disqualify many of us, and these policies are always subject to change by Delta management.

We'll continue to work hard to communicate on this subject. Your support in our joint NW & DL campaign to keep our right to a contract is greatly appreciated. Please don't hesitate to contact me if you have any further questions.

In unity,

Janette Rook  
DTW PMNW FA  
NWA AFA MEC President