

NWA AFA-CWA & DELTA AIR LINES

YEARLY PROFIT SHARING & QUARTERLY SUCCESS SHARING

2 September 2010

Yearly Profit Sharing: Every year we are eligible for our contractual profit sharing plan and this year is no different. The flaw in this kind of "compensation" of course is that if the airline is not profitable (for whatever reason) we do not get anything. Unfortunately there was no profit in 2009, so we didn't receive a payment earlier this year (and neither did PMDL flight attendants). Rumors are flying that we would not receive this for 2010, however even Delta has admitted publicly we are eligible per our contract. Read [LOA 10 - Northwest Airlines Profit Sharing](#) from our CBA for information about our profit sharing plan. If we are profitable, this is paid per the terms of our contract - no later than April 15th of the following year. Ours cannot be unilaterally changed by management from month to month or year to year, as the PMDL ever fluctuating policies are. Just this year alone Delta has changed their policies many times - often with no notice and simply by quietly posting on Deltanet the modified documents.

Quarterly Performance Incentive/"Success Sharing": We hear a lot about the PMDL "Shared Rewards" payments on Deltanet, but ours have been quietly added to our paycheck this year in March, June, and August. Unfortunately Delta unilaterally changed the terms of our Success Sharing program, in violation of the agreed upon terms [HERE](#), and that has undoubtedly affected our payouts under our program. This is the subject of an MEC "et al" system wide grievance. This is just one of the many ways that Delta management has not honored their commitments to PMNW flight attendants. Fortunately we still have the right and ability to challenge these unilateral changes, via our contractual dispute resolution process.