

Mediation & Grievance Report – May/June 2010

Mediation Summary May 2010:

On Tuesday, May 4th, AFA representatives Daniel Grey (Vice President), Pete Swanson (Staff Attorney), and Greg Riffle (MEC Grievance Chairperson) met with Arbitrator Margie Brogan and Delta representative in an attempt to reach mediated settlements of some of our outstanding contractual grievances.

Arbitrator Brogan supervised the mediated session, which covered 4 outstanding grievances. The first grievance reviewed was #88-77-02-093-09/OPR lounges (Interim Settlement). The parties reviewed the status of the on-going implementation of a new OPR lounge at the LGA terminal, which is the last phase of the settlement of this MEC grievance. The lounge is not yet fully furnished, in light of the fact that there will be an over-lapping OPR shift in LGA during the summer months. The Company is going to address this issue and the parties will talk again on Monday May 24th to review the follow up.

Discussion continued to grievance #88-94-03-081-09, a grievance filed over the lack of a PBS resolution for a flight attendant whose schedule was negatively impacted by the incorrect handling of Chinese visa information. No settlement was reached.

The next grievance mediated was #88-94-02-039-09, filed over a denial of enroute stop-to-stop pay. This grievance was settled with a payment of two and a half hours to the affected flight attendants.

The last grievance discussed during the mediation session was #88-98-02-133-09, a grievance filed over the improper construction of a pattern containing a red-eye segment which the crew ended up working. The parties did not resolve this grievance.

We greatly appreciate the assistance of Arbitrator Margie Brogan in conducting mediation over these outstanding issues, and we hope to be able to attempt to resolve more of our outstanding issues in future mediation sessions.

In addition five new MEC grievances were filed in June:

1. #88-77-02-096-10/MEC Pass Travel Grievance. This grievance challenges the Company's use of the Buddy Pass embargo, the "Payload Optimization" program which blocks travel on many international flights even though seats may go open, as well as the inability to check in online as all representing a substantial diminishment to our pass travel benefits.
2. #88-77-00-097-10/Safety Committee Involvement. Filed due to the Company's recent response to the Union regarding steps they have taken in regards to the A330 fume problems. Although appreciated, the Company chose not to involve the AFA Safety Committee in any of the actions taken, which is required by our Section 22 language.
3. #88-77-02-098-10/Food Service Safety. The Company has failed to institute adequate

procedures to address the continued shortages of food service gloves and hand sanitizers. The language says the Company is to establish a practice to provide these items, and the continued shortages reflect that no practice has been established.

4. #88-77-02-099-10/MD-90 Interior Conversion. The Company recently announced that they have begun the alterations to the MD-90, converting into something called the M9K. Our Section 22 language requires the involvement of the MEC President or his/her designee whenever aircraft interiors are modified. As usual, there was no consultation or involvement asked of the Union.

5. #88-77-03-100-10/Performance Incentive Plan. The Company is required by agreement with the Union to meet and confer regarding the Plan's goals and method of determining payouts. Also required is a report no later than 75 days after the end of the Plan's year detailing the Plan's performance for that year. Also, we have a past practice of the Plan making quarterly payments. None have been made in 2010. The Company has failed to meet all of the requirements of the Plan so far this year.

- MEC Grievance Committee Chair Greg Riffle