

NWA-AFA MEC Weekly Hotline Message February 20, 2009

MEC HOTLINE: (888) 3-NWA-AFA or www.nwaafa.org

PURPLE RIBBON CAMPAIGN: Pro-Delta, Pro-AFA www.deltaafa.org

NW FLT 2 MNL-NRT EXPERIENCED SEVERE TURBULENCE

Northwest Flight #2 from Manila to Narita on February 20 experienced severe turbulence upon approach to the Narita airport. The 747-400 with 408 passengers and 14 crewmembers on board landed safely. Approximately 45 people were taken to local hospitals and five passengers remain hospitalized. There were no fatal injuries; however some passengers did sustain serious injuries. The two US based Flight Attendants on board were uninjured, however 7 Manila based Flight Attendants did sustain injuries. All Flight Attendants have been released from the hospital. One JFK based Delta Flight Attendant was a non-rev and assisted the passengers prior to being injured herself. Our NWA EAP is attempting to make contact with all affected crewmembers and have met with the two uninjured LAX-based Flight Attendants.

Both AFA International and NWA AFA have extensive Emergency Response plans and we have been monitoring the situation throughout the evening when first reported. We stand ready to assist the National Transportation Safety Board should they request our help. Early this morning, the NTSB classified this as an "accident" due to serious injuries sustained by some passengers. The investigation will be conducted by the Japanese authorities in that this occurred in Japan.

Northwest has activated toll-free Family and Friends assistance lines:

United States: 1-800-225-2048

Manila: 001-612-727-5703

If you are a Northwest crew member and you are not at home, please consider notifying your friends and family that you are safe. Updates will be provided to all employees when available on DeltaNet, Radar and the Intranet.--Submitted by MEC ASHS
Emergency Response Coordinator Gary Helton

AFA-CWA NWA UNION INSIGNIA CHANGE

Perhaps you have seen some of your fellow flight attendants wearing a purple ribbon with their AFA pin during recent weeks. ***Some members have asked, "Does this matter?" For an answer, please read the next hotline piece on bullying below.*** In recognition of our blended traditions, we want to show solidarity with our new Delta colleagues while maintaining the symbol of our 60-plus years of collective bargaining. The purple ribbon insignia represents merging our traditional Northwest red and Delta blue signature colors.

Northwest and Delta flight attendants alike have embraced this small gesture of mutual support and proudly wear their union pin and ribbon today. Please join us in showing you want continued representation at the New Delta. If you need a ribbon or union pin, stop by your nearest union office. *If a supervisor requests that you remove the ribbon,*

inform your local union officers immediately. Always comply with directives from management, but remember to document the occurrence and contact a NWA-AFA union office right away.

A resolution on our official Union Insignia was passed unanimously by the NWA-AFA Master Executive Council last week. Read the full resolution [HERE](#) or go to the [MEC website](#). Please also note that according to Northwest Airline Inflight Policies, under Uniform and Image Standards, a maximum of two of the following pins may be worn in any combination at the individual's discretion above the left-breast pocket: 1) NW service award; 2) FA union insignia; 3) President's award; 4) Language flag. Our contract provides us the legal right to wear our union insignia.

ANTI-UNION BULLYING REPORTED IN DETROIT

The [Wayne County Airport Police](#) were called to the Detroit Local 94 union office Monday night, February 16, allegedly due to a complaint made by DTW Inflight Management. To view the police report, click [HERE](#) or visit the MEC website. According to management, some of our fellow flight attendants were handing out purple ribbons to co-workers that evening while on a productivity sit, and management felt it an offense egregious enough to merit a call to the Airport Authority and the police. Local Council Representative Belea Bower was alone and working late and was startled by a loud pounding on the door by the police, who were accompanied by a DTW FA manager. We will update you as more facts are collected regarding this bizarre incident. We ask that every flight attendant actively participate in our purple ribbon campaign to show solidarity. By wearing your union insignia, displaying your purple contract cover on your bags, and using a purple pen for all paperwork, we show our resolve to keep our union representation at the new Delta. If asked to remove your union insignia (with or without the purple ribbon), contract covers or AFA bag tags, please comply with the directive and report this to your local union representatives immediately.

The Company has also demanded that nearly all items be removed from the DTW union bulletin board in the past week. One example of an item that the Company most recently deemed "inappropriate" for our union board is the zippered contract cover, which the Company actually paid for and distributed to all members. Management has threatened to call Johnson Controls to remove the two covers if the union does not. Some members have used these as their FA manual cover as well. If you would like an extra zippered purple contract cover, please feel free to stop by Local 94 in DTW. If you witness or experience any [anti-union bullying](#), please contact your union officers immediately. **POWER TO THE PURPLE!**

SENIORITY INTEGRATION COMMENTARY – RAILWAY LABOR ACT BLOG

The respected labor law firm of [Baptiste and Wilder, P.C.](#) maintains a blog on the Railway Labor Act and related issues. In their recent legal commentary regarding the Delta flight attendant SIC's recommendation of a "date of hire" integration method, they offered an interesting independent explanation as to why Delta management and its management-sponsored committee, after months and even years of dissent on this

matter, have now come around in favor of longstanding AFA merger policy of “date of hire.” The most compelling view shared by Baptiste and Wilder is that flight attendants who recognize the importance and value of having union representation should remain patient while their union, AFA-CWA, works to preserve their rights under the Railway Labor Act. Read the entire post on this blog [HERE](#). For MEC President Kevin Griffin’s statement on this matter, please click [HERE](#).

NEGOTIATIONS LEVERAGE - JUST HOW FAST WOULD WE GET A CONTRACT?

In yet another familiar [union busting tactic](#), Delta management insinuates that our negotiations will go on for years if we vote for a union at the new Delta. However in a strangely contradictory message, managers are also urging our flight attendants to "Give it a year without a union, and then decide." The speed of negotiations normally depends upon how much leverage we have. ALPA just negotiated large improvements in pay and benefits in a matter of a few months. Only then did they turn over a significant leverage point - their combined, certified seniority list to the Company. We are still suffering under massive bankruptcy-ravaged pay and benefits, with an uncertain future in this economy. Meanwhile our top executives have also negotiated handsome rewards in their own legal contracts. I wonder if anyone patronized our pilots or executives by telling them to "Give it a year and see what happens" or seriously questioned the value of the time spent negotiating their own legally binding contract. We are strong enough to display the same resolve and patience that they did, to reach our own industry leading agreement. -- Submitted by MEC Vice President Janette Rook

AN UPDATE FROM YOUR MEC SCHEDULING COMMITTEE

The MEC Scheduling Committee, along with your LEC Scheduling Chairpersons, met with the Company in MSP on February 12. The recent F/A Pattern Construction Survey results were discussed in great detail. Your likes and dislikes were clearly evident, and we are committed to acting on the results. Brian Moreau, our Director of Crew Scheduling, has pledged to conduct tests on several issues raised in the Survey. Their studies include splitting F/A and Pilots on the DC9-40/50, limiting airport sit times to no more than 3 hours, increasing layover times, etc. While the Company’s main concern is affordability, our number one concern continues to be YOU. We are determined to hold the Company to its commitment to improve our quality of life.

There are several new routes beginning this summer, most notably, Venice and Athens, out of NYC. Detroit-Rome is slated to begin in early June, as is the resumption of the Hartford-Amsterdam flight. The newly created ATL satellite base will begin its operation soon with Narita flying. For Reserves, the much anticipated and often delayed AM/PM option is making its debut. Contractual Information about the AM/PM option can be found on pages 7.4-7.5, as well as on the Atlas page. A full version of the meeting notes will be posted soon on the Scheduling Committee page at www.nwaafa.org. -- Submitted by MEC Scheduling Committee Chair Greg Frattini

NEW AM/PM RESERVE 12 HOUR ON CALL OPTION

Many of our Reserve flight attendants have been patiently waiting for the long promised AM/PM Reserve On-Call Period. This week the Company announced via email the

rollout of this provision, granting an initial limited number. The AM/PM selection in CENTRY is now activated. This new provision is a big quality-of-life improvement negotiated by the union on behalf of our Reserve flight attendants amidst otherwise concessionary negotiations. This new Reserve provision is expected to be fully implemented in March, if all automation is working properly. Per [Section 7 Reserve](#), a Reserve flight attendant may elect to convert his/her next block of on-duty days to either AM (0001-1200) or PM (1201-2400) reserve on-duty period(s). This election must be made through CENTRY and shall be awarded to flight attendants who are beginning a block of on-duty periods and who have not been assigned a pattern during the Pattern Assignment Period. A Reserve flight attendant can cancel his/her AM or PM request at any time. However, in the event he/she has already been awarded the request, such cancellation shall result in all remaining on-duty period(s) within that block to return to the standard midnight to midnight on-duty period. Please refer to [Section 7.C.2., pages 7.4 and 7.5](#) of our contract for detailed information on this new Reserve feature.

LETTER TO THE EDITOR - A-DAY vs. FULL-LINE RESERVE

DTW FA Nancy Nemacheck: *"Dear AFA, I understand that the reserve system we have will stay in place as long as our current union contract is in place, but will the union be negotiating to switch over to the Delta A-Day system in the future?"*

There have been blogs posted by Delta flight attendants on airline chat sites expressing their wariness of voting for union representation due to the fear of being on straight reserve. [Delta's system](#), where much of the base or AFP must share reserve responsibilities is a departure from Northwest's system where a percentage of flight attendants shoulder reserve duties on a full-time basis. There are obvious advantages and disadvantages to both systems and depending on each flight attendant's experience, he or she would likely prefer one system over the other.

Regardless of how one may feel about either reserve system, no one system is perfect, and no one system will please everybody. The key is to have a voice and a vote on a reserve system that will best suit the wishes of the majority of our combined flight attendant population. It is important that we participate in the decision-making processes that directly impact our professional lives. After we successfully vote to keep our union representation, we will survey all members at the new Delta before negotiating a joint contract. Not represented by a contract, our voice will be silenced at the workplace. We will have no choice but obey all rules and regulations imposed on us at the world's largest airline.

MR. ANDERSON - PLEASE PHONE MR. NISHIMATSU

In an era where greedy CEOs are awarded multimillion-dollar bonuses by friendly Boards of Directors, often heavily lining their own pockets while bankrupting their companies, it's refreshing to see a recent news item make national headlines. One airline CEO not only refused millions in salary and bonuses from his company, but has instead cut his annual salary down to \$90,000 during these hard economic times. Haruka Nishimatsu, the CEO of Japan Airlines, even rides the bus to work.

There is a rationale to his anti-corporate perk lifestyle: It's about his employees. "There's no one person being on top, and one person being on bottom, in an organization such as ours." For CNN video of this story about one of the good corporate CEOs, click here: <http://www.youtube.com/watch?v=j-NOzYbSrY4>. If you would like to read about the "business as usual" massive compensation just announced for our own top executives, please click on this 2/18/09 *Atlanta Journal Constitution* article: [Delta Execs Get Stock, Employees Get Buyouts](#).

CORPORATE EMPLOYMENT FILE REQUEST

For those of you who have not yet had a chance, [Section 21 – Personnel Related Matters](#) outlines your contractual rights regarding your access to a complete copy of your corporate employment file and what and when items should be removed. You can place a request by emailing employee.records@nwa.com or via US Mail or fax to:

Northwest Airlines, Inc
ATTN: Employee Records
Mailstop MSP A – 1410
Eagan, MN 55121-1534
Fax: 612-727-7617
ATTN: Employee Records

Be sure to include your name and employee number and where you would like the copy of your file sent. You must contact your local Inflight manager to purge/view your base employment file. You don't need a union representative to go with you to request or view your Corporate or base file, but if you experience any difficulty getting a copy of your file or purging contractual items, please contact your local union representatives for assistance.

DELTA & NORTHWEST FLIGHT ATTENDANTS SPEAK OUT

Delta and Northwest flight attendants are speaking out about our struggle to retain union representation in our merger under current anti-labor NMB rules and regular and ongoing union-busting tactics by Delta management. You can listen to their interviews at [America's Work Force Radio](#) and [The Union Edge Talk Radio](#), or via our [MEC website](#).

NWA-AFA MASTER EXECUTIVE COUNCIL SEEKS SECRETARY-TREASURER

The MEC is currently seeking candidates to serve as its Secretary-Treasurer. The qualified candidate will review and maintain the monthly budget expenditures provided by the AFA International Office and assist the President in the administration of MEC funds. Additional duties include, but are not limited to: maintaining MEC records, keeping meeting minutes, monitoring membership rosters and seniority lists, maintaining files of Base monthly scheduling information, and administrating MEC Committees.

If you are interested in being considered for MEC Secretary-Treasurer, please send a letter of interest with a resume to Karen Chapdelaine, Association of Flight Attendants,

Master Executive Council, 8011 34th Avenue South, Suite 220, Bloomington, MN 55425, or email to kchapdelaine@nwaafa.org. For a complete description of the duties of MEC Secretary-Treasurer, please refer to the [AFA-CWA Constitution and Bylaws Article VII, 2\(c\)](#) or go to the [Committees tab](#) on NWA-AFA website for the open job announcement. In order to allow more notice to our members and a larger window for applicants, the new deadline is March 20th. The appointment will take place at the MEC Meeting from March 28-30, preceding the AFA Board of Directors meeting.

WRITERS NEEDED

Do you like to write? Is there something on your mind regarding your base, the merger, the change of flying, or anything in between that you would like to share with your flying partners? Are you on reserve and would like to share a reserve perspective? Please submit your article at your earliest opportunity for a March publication in our upcoming MEC quarterly newsletter ALL CALL. Please email your submittal to MEC Communications Chair Rhonda Taylor at rtaylor@nwaafa.org.

BRING A COLLEAGUE. GET MOTIVATED. GET INVOLVED.

The [MEC meeting schedule](#) and the [Local Meeting schedule](#) are found under the "Events" tab at www.nwaafa.org. Delta Flight Attendants will be invited to local union meetings throughout the country in the coming year, and there will be mixers and trainings planned and posted at www.deltaafa.org as well.

GOT MERGER QUESTIONS? GET ANSWERS!

You are always welcome to contact your AFA-CWA Local officers, whose contact information is found at nwaafa.org. Another way to get accurate answers to merger questions is to email Questions@nwaafa.org. As additional information is gathered, it will be reported in hotline messages, our quarterly printed MEC newsletter *all call*, in Union bulletin boards, and on the websites. Archived editions of the MEC merger Q&A *the source* and the *Contract vs. Policy Manual* postcards are posted on the [MEC website](#). To sign up for the joint campaign e-news and read past campaign publications visit www.deltaafa.org.

DON'T FORGET TO WEAR YOUR UNION PIN!

Click [HERE](#) or visit www.afanet.org for information about AFA-CWA union structure and the history of the AFA-CWA. Dues & Member Q&A can be viewed here: <http://nwaafa.org/resources/dues/>.