



Northwest Airlines

Association of Flight Attendants-CWA *Master Executive Council*

HOTLINE 15 MAY 2009

AIDS WALK IN MSP AND NYC- REMINDER FOR A GOOD CAUSE!

NWA-AFA is pleased that Delta Air Lines will be an official sponsor of the May 17, 2009 AIDS WALK New York and Minnesota AIDS WALK. The benefit walks will take place in Minnehaha Park in Minneapolis and New York City's Central Park. Please team up to support Delta's Force for Global Good and show solidarity in the fight against AIDS by walking in this worthwhile annual event.

REPORTING REQUIREMENTS - H1N1 VIRUS

Monday's 'Special Update' focused on identifying and reporting passengers with flu-like symptoms. The CDC has requested all airlines to report such passengers. Suspected ill passengers should be reported to the Captain, who will contact the SOC (and they, in turn, the CDC). Do not forget to take all personal protection measures, including the filing of an Inflight Incident Report, Body Fluid Exposure Report (as required), and OJI report as an added precaution. Continue to check CDC/WHO and AFA websites for further updates. - Submitted by MEC Air Safety Chair Jeanne Elliott

GOVERNMENT HEALTH DELAYS IN ASIA - RELEASE TIME EXCEPTION

Due to the recent outbreak of H1N1 flu, precautions are being taken by several countries to identify potentially infected persons on inbound international flights. Flights into NGO/KIX/NRT have incurred delays after arrival. If your flight is held for government health formalities, remember the following:

If crew members are required to remain on board past the 30 minute release time after blocking in, you must call crew scheduling for a Release Time Exception: This call must be made within 24 hours of the occurrence, and only needs to be made by one flight attendant on the crew.

International Ground Holding Pay (3.P.) applies when crew is required to remain on board with passengers in excess of one hour prior to flight departure or following arrival. International ground time is paid at 50% hourly rate and credited at 50%. Ground time forms are available at each base and must be submitted within 90 days of occurrence. - Submitted by MEC Vice President Daniel Grey

GEORGIA LEADERS SUPPORT NEW DELTA FLIGHT ATTENDANTS

Nearly one hundred Delta and Northwest flight attendants attended an event and rally in Atlanta this week, in support of a legal contract for all new Delta flight attendants. Spirits were high and the overwhelming solidarity and support was heartwarming - not

only amongst our flight attendants, but also from the greater Atlanta and Georgia community.

State Senators Nan Orrick and Vincent Fort, State Representative Rashad Taylor, Reverend Timothy McDonald III of the First Iconium Baptist Church, Demarcus Peters (candidate for Georgia State Senate), and Charlie Fleming and Sheila Williams of the Central Labor Council spoke eloquently to our assembled campaign volunteers and expressed their support for our efforts to achieve a legally binding contract for all Delta flight attendants. They noted the importance of our airline to the state and local economy and community, but also shared their disappointment in our "new Delta" management. They informed us that Delta executives recently lobbied AGAINST a living wage initiative in Georgia and shared their recollections of Delta's past multi-million dollar union busting campaigns. Delta executives did this, all while asking for \$50 million in tax breaks from Georgia, and awarding themselves millions in compensation.

Our Master Executive Council met in ATL also to accomplish the business of our union and also show our support for our joint campaign. We rededicated ourselves to assist our members and volunteers to move forward in preparation for a representational election this summer. Our MEC meeting wasn't scheduled to commence until later in the afternoon to allow a commute to ATL, but we were informed that a handful of anti-union activists stormed into the hotel before we checked in, and demanded to be escorted to our meeting. We welcome Delta flight attendants and we will always respect the right to speak out and speak up. That's why we want representation - to continue to have that right. However, the hotel staff was intimidated by their video camera and described their demeanor as "very aggressive."

We are Pro-AFA and Pro-Delta and we will lead by example - we will remain courteous and respectful to our colleagues, and won't ever use these kinds of intimidation tactics. Flight attendants will decide when to file for an election, after careful deliberation. We will not allow the company to rush us into a vote. As we know, our cross-training will not be completed until the spring of 2010, when we can fly together, so we have plenty of time to consider one of the most important decisions of our careers. We are strong and we are united, and we can achieve an industry leading contract together. Please join us now - we need every one of you to participate in our drive to save our collective bargaining rights www.deltaafa.org! (Photo: Left: Campaign leader & NW FA Kim Evasic, Right: Campaign leader & NW FA Don Dollar.)

FEMALE FLIGHT ATTENDANT SUMMER BLOUSE

Delta has clarified the female Flight Attendant Summer Blouse controversy. All pre-merger female flight attendants may wear the Richard Tyler Collection short sleeve blouse as a "stand in" for the contractual short sleeve summer blouse. To be in complete uniform from May 1 thru Sept 30 both on and off the aircraft domestically a Female Flight may wear the "stand in" Richard Tyler short sleeve blouse with the wing/name bar set (name bar only required while on board the aircraft). The Richard Tyler Jacket or

Vest does not have to be worn or carried domestically. However, Delta still asserts that if you wish to work in WBC or BE you must wear the vest, the jacket, or your dress.

This was the correct decision to temporarily correct the summer blouse issue. However; we remind Delta that it still is not compliant with our contract language in Section 19 B2b., and C 4 and 5. This language provides for a separate summer shirt/blouse and epaulettes. The Uniform and Grievance Committees have compiled a list of outstanding uniform issues to be raised with the Company. Meanwhile, Delta is completing work on a communication to further clarify this issue as well as providing an updated "Delta Style Guide" and information on Nordstrom providing alterations. - Jointly submitted by Timothy Slope, MEC Uniform Committee Chair and Patricia Reller MEC Grievance Committee Vice Chair

DELTA'S 2009 ANNUAL STOCKHOLDERS MEETING

Delta's next Annual Meeting of Stockholders will be held on June 22, 2009 at 8:00am at the AXA Equitable Center, 787 7th Avenue, in New York City. Please click [HERE](#) to review the 2008 Annual Report and 2009 Proxy Statement. The Proxy Statement reveals details of executive compensation packages, among other important information. If you were a holder of record of Delta common stock as of close of business April 24, 2009, you will be entitled to vote. At the meeting, stockholders will vote on the following matters:

1. Election of the directors for the next year
2. Ratification of the appointment of Ernst and Young LLP as auditors for 2009
3. One stockholder proposal (if presented correctly)
4. Any other business that may properly come before the meeting

PBS SUPPORT TEAM MEETING REPORT

On May 6th the contractual PBS Support Team meeting took place. Flight attendants, union representatives, and management representatives from all bases flew to MSP and spent the day discussing PBS programming, flight attendant issues, examining test runs, and suggesting possible solutions that would improve bidding satisfaction. Some suggestions may entail costs and extensive programming, but sometimes changes can be accomplished for little or no cost and could positively impact the bid run. All throughout negotiations and the PBS implementation, union representatives and the company adjusted contractual language and programming to allow for better bidding satisfaction. This Team is the next step in that process. On the positive side, there were some dramatically improved bid outcomes seen in some bases for the May bid run (e.g. the PBS stats showed only 2% negatively affected by feasibility in DTW.)

Tests were run for these tweaks suggested by the PBS Support Team: 1. Change the Line Range, 2. Change/Remove Target Penalty, and 3. Increase /Decrease Target Size

The tests results were examined in report form and on a scatter plot and showed some improved outcomes. However there was a disproportionately negative impact on the bottom third of our work group. New tests were suggested, along with other improvements. To read the complete meeting notes from our May 6th meeting, please click [HERE](#) or visit the Scheduling Committee page of our MEC website.

Additional suggestions/action items in progress: 1. the PBS Call Center will be fully staffed with 6 FAs during bidding window and resolution and company is looking at staggering hours for longer coverage, 2. Explore the possibility of opening generic bidding before patterns are loaded, 3. PBS "stations" at all bases for information, 4. Posters with contacts and tips for bidding rooms, 4. Decrease emails and increase other types of communication venues such as targeted seminars, 5. More specific information given in resolution responses, 6. Removing/changing target for new test, and 7. Open Time residual tests.

Please stay engaged in this process and be sure to send programming suggestions to your Local union representatives. A PBS Problem Worksheet is available on the MEC website or click [HERE](#). The feedback from your submission will go to flight attendants and union representatives who are serving on the PBS Support Team, and will be used to support our ongoing efforts. Our next formal meeting will take place September 23, 2009. - Submitted by MEC President Janette Rook

NEGOTIATIONS COMMITTEE UPDATE

Your Negotiating Committee met with the Company on May 8, 2009 to continue the job of contract interpretation and discuss upcoming training and other changes that will impact our work life.

IQ/ AQ Training is happening. The Company does have the right to assign your training month because the training is longer than 2 days see section 11.C.1.d (1) of our Contract. The order in which the training must be done is a sequential planning issue - IQ training first, allow 60 day CBT window pre-AQ, then AQ training and then synch up with your HOT training month. Our MEC Air Safety Committee Chair and SEA FA Jeanne Elliott and Vice Chair and LAX FA Gary Helton, will attend a dry run of the IQ training so we will have more information soon. Flight Attendants will be participating in time trials per our contract language in May for the CBT portion of AQ - the Company expects it to take about 4 hours (1 hour per new aircraft.) Once awarded a training date, you may attempt to change your date to an earlier date if a vacancy is available on a first-come, first-serve basis. You should call or email the training department to accomplish a trade. The company has responded that hotels will only be provided for those who must attend training away from base. You can bid for vacation and training on the same day, but cannot be forced to do so. Delta Flight Attendants are only required to attend one 3 day training event - AQ. According to the company, that allows for a bit more flexibility for

bidding and trading for Delta Flight Attendants. On the other hand Delta training pay is \$12 per hour, while we will be paid 4:15 per day - view training pay comparison [HERE](#).

OPR: will begin June 1 in conjunction with the suspension of the 2:30 call-in. After the June bidding is completed, a detailed memo will be given to Reserve Flight Attendants and will be posted on the ATLAS homepage. It will outline provisions for preferencing OPR days and other important information. It was obvious from our discussion with the Company that the program is still evolving and we will continue our conversations to make sure it is as Flight-Attendant-friendly as possible. Please view a reference sheet for OPR [HERE](#). According to the Company, they now expect to utilize OPR in all bases and there will be a quiet room and beepers available at all locations for roll out of the program.

2:30-8 Hour Call: will be suspended effective June 1. This will be a big change for all of us and we will be closely monitoring how our members adapt to the new situation. We presented an LOA with the Company that would, when signed, reflect the change in our contract language for this item. Should this change result in any dependability issues during the transition, we urge you to contact your local AFA office for representation.

Split Line Program: We are negotiating the details of a Split Line Program with the Company, and both parties are aiming for a September 1 implementation date. We are working diligently to expand the functionality and the options available to Flight Attendants, in order to encourage the greatest participation. The Split Line Program could add flexibility for all flight attendants, as well as reduce staffing overages that could result in furloughs.

CRAF Flying: We updated the CRAF/AMC Letter of Agreement to reflect the current scheduling practices and pay incentive rates. Additionally, the staging base for the charters will be moving from Amsterdam to Hahn Air Force Base in Frankfurt, Germany. We were informed that the hotel for this flying will be a 4 star Dorint brand property.

Filling of Vacancies: We effected an LOA with the Company to change the award date for Letters of Preference and Mutual Letters of Preference to the 7th of the month. This change makes sense in our PBS environment and will give a Flight Attendant awarded a vacancy sufficient time to bid at his/her new base.

Your Committee will continue to meet with the Company to refine our Agreement and to adapt new concepts in ways that benefit all Flight Attendants.-- Submitted by MEC
Negotiating Committee: James Yung, Bruce Retrum, Lovey Offerle and Janette Rook

EMPLOYEE FREE CHOICE ACT AND US!

The Employee Free Choice Act (EFCA) currently a hot topic in Washington D.C. has been getting significant media attention as it is debated in the halls of Congress. The

Employee Free Choice Act will help strengthen our economy by making it easier for working people to bargain for better wages, benefits, and job security. This legislation will in effect remove current obstacles to employees who want collective bargaining, guarantee that workers who can choose collective bargaining are able to achieve a contract and allow employees to form unions by signing cards authorizing union representation. However and this is important to remember - The Employee Free Choice Act ONLY applies to workers that fall under the National Labor Relations Act (NLRA), not us. Aviation and Railway workers fall under the Railway Labor Act (RLA) and the National Mediation Board (NMB).

Although as a flight attendant union that is part of the CWA, we strongly support the passage of EFCA, It will not determine how we vote in our representation election or help our collective bargaining process. We support EFCA because it is right and because we believe that with its passage, EFCA will ultimately have a positive influence on our ability to form unions and our collective bargaining. For more information on the Employee Free Choice Act visit <http://www.aflcio.org/joinaunion/voiceatwork/efca/> --
Submitted by MEC Government Affairs Chair Albert Garcia