

## **NWA-AFA MEC Weekly Hotline Message July 03, 2009**

**MEC HOTLINE:** (888) 3-NWA-AFA or [www.nwaafa.org](http://www.nwaafa.org)

**PURPLE RIBBON CAMPAIGN:** Pro-Delta, Pro-AFA [www.deltaafa.org](http://www.deltaafa.org)

**HAPPY INDEPENDENCE DAY!** Your MEC wishes each and everyone a very happy and safe Independence Day.

### **BREAST CANCER RESEARCH FOUNDATION SAFA POSITIONS**

NW/DL company representatives have contacted AFA to request a super-contractual Special Assignment Flight Attendant position for [Breast Cancer Research Foundation](#) “stores” that will be opened throughout the NW/DL system later this year. We are pleased to announce that AFA has approved this new SAFA position for pre-merger Northwest bases, with the sole request that the Company give priority to breast cancer survivor applicants. We feel our flight attendant survivors bring personal meaning to this effort and it would be our hope that our survivors can fill many or all of these BCRF SAFA positions. Per our contract, [Section 20 – Seniority \(20.D.3.\)](#), SAFA positions are limited to those positions outlined in the contract, except when approved in writing by the NWA AFA MEC President.

### **OUR EFFORTS TO ADDRESS ON PREMISE RESERVE CONCERNS**

MEC President Janette Rook, Vice President Daniel Grey and MEC Grievance Committee Chair Greg Riffle met with the Scheduling Department this week to review member feedback and discuss improvements, following the June 1 start of On Premise Reserve (OPR) for pre-merger Northwest flight attendants.

OPR was implemented in conjunction with the elimination of the 2.5 to 8 hour call. Below is a progress report of the OPR system and efforts to improve Reserve satisfaction with the program, based on our meeting on Monday:

- A substantial reduction of OPR patterns has been realized going forward. Most bases are down to 1 OPR flight attendant per time slot. Larger bases like DTW, MEM and MSP have between 3-8 times slots, while all other bases currently have a maximum of 3 OPR slots per day. Please visit the [Reserve Committee page](#) for [past](#) and [current](#) OPR Planned Start Times/Patterns. OPR start times and number of patterns can change based upon operational needs.
- The MEM 1800-0000 OPR shift was eliminated due to your feedback regarding safety concerns. The last OPR for MEM will now end at 2200 when airport operations and the B concourse close.
- A future programming change is almost complete, that will allow a shift preference for flight attendants forced to serve OPR. This will NOT be

counted as a preferenced OPR and therefore counts towards the maximum of 3 forced OPR patterns allowed per month.

- There was a commitment from the Company to address OPR lounge issues. One ongoing member and AFA issue involves OPR lounges that are shared with an already existing flight attendant quiet room. MSP and DTW are scheduled for crew lounge renovations beginning late summer in MSP; some bases are integrating with larger DL IFS lounges which may help provide a dedicated OPR lounge, however we are committed to addressing this issue as quickly as possible for our members.
- The contractually required pagers or mobile phones are not working in some areas. Some stations issue pagers that do not receive a signal in the IFS lounge, but do work in all other airport areas. New pagers are being shipped at time of writing. Please note: flight attendants are not required to remain in the check in area while on OPR.
- The company reiterated their goal to make OPR productive and more attractive for Reserves.

AFA will continue to monitor OPR usage in all bases to ensure contractual compliance. Please continue to report all OPR issues to your Local Executive Council Officers. For complete contractual reference and OPR guidelines, click on the Reserve page of the NWA-AFA website at

<http://www.nwaafa.org/committees/reserve/>. –Submitted by Daniel Grey MEC Vice President

### ***GRIEVANCE ARBITRATION & MEDIATION UPDATE***

On Wednesday our attorney, Peter Swanson and I met with the company to mediate 6 grievances and to discuss several open issues. Present for the company were Susan Kramer and SuzAnne Balzer. Arbitrator Josh Javits mediated.

We had some success with the mediation including:

- an increase of nearly four hours to a Minneapolis Flight Attendant for improper Reserve assignment.
- a clarification of Stop-to-Stop pay and the company's commitment to investigate and make sure the crew was paid properly
- a Level 2 reduction to a Level 1, with time served
- a reconsideration of a discharge for a positive random alcohol test.
- the removal of a Coaching for a alleged late check-in call.

- a reduction of a Level 1 to a Coaching after 6 months of active service, with time served

- complete removal of a Level 1 and reinstatement to the Purser program

The Company would not move on the other discharge case involving work performance and customer complaint letters. This termination will go to a final review next week along with one other termination case.

We also set some arbitration cases on the calendar. We are tentatively planning to mediate the NBA charter case on August 4, 5 or 6<sup>th</sup>, pending availability of the Arbitrator Javits. On August 18 we are going to arbitrate a random positive alcohol test that was fraught with procedural problems. This will be before Arbitrator LaRocco. On September 2nd and 3rd we intend to arbitrate the vest grievance (the company's refusal to provide one to flight attendants yet required that or a jacket or a dress to be worn while working BE) This case may possibly be combined with other uniform grievances. This arbitration will be in front of Arbitrator Eishen.

We also addressed several open issues which will be discussed under a separate cover. Thank you to all the members and Local Council Reps who provided the necessary documentation that we needed to present your grievances. --Submitted by Patricia Reller MEC Grievance Vice Chair

### **FLYING THROUGH SECURITY - CREWPASS**

Sound like something you may only dream of? With strong advocacy by your Union and the Congressionally-approved legislation, *"Implementing Recommendations of the 9/11 Commission Act of 2007"*, this may be a reality before too long. Known as the Flight Crew Personnel Advanced Screening System, CrewPASS would essentially allow crewmembers to bypass long security lines and proceed to their aircraft with no hassles.

CrewPASS includes biometric technology to identify a crewmember and has been in its testing phase at selected U.S. airports - however, with only pilots participating. The initial testing has been very well received and is now ready for Flight Attendant participation. Your MEC, along with the Air Safety, Health & Security and the Government Affairs Committees, have made a formal request to DL's Safety and Security leadership to participate in the second phase of CrewPASS testing by providing their support for the inclusion of Flight Attendants. To read the letter sent to DL, please visit:

[www.nwaafa.org/committees/govaffairs/](http://www.nwaafa.org/committees/govaffairs/) and click on the CrewPASS link to the right. – Submitted by MEC Air Safety, Health and Security Chair Jeanne Elliott and MEC Government Affairs Chair Albert Garcia

### **STOP THE CARRY-ON BAGGAGE MADNESS!**

Are you frustrated by all the carry-on bags that your customers bring onboard, particularly since the new bag fees went into effect? Undue delays and confrontations seem to be the order of the day. Good news! You CAN do something about it. U.S. Representative Dan Lipinski (D-IL) is taking on this issue and needs our help convincing the traveling public and Congress that we need to pass legislation restricting carry-on bags and enforcing size limits. A form letter has been prepared for you [http://nwaafa.org/docs/Carry\\_on.pdf](http://nwaafa.org/docs/Carry_on.pdf), to write to your Representative.

Also, AFA's e-Activist just sent out is asking for your help in contacting your Congressional representatives to solicit their support of Rep. Lipinski's proposed legislation, "Securing Cabin Baggage Act" (H.R. 2870). All it takes is a couple of clicks to send this important message to Congress, so please take the time and respond to this call for action. Your voice is needed now as we continue to advocate for needed change! Submitted by MEC Air Safety, Health and Security Chair Jeanne Elliott and MEC Government Affairs Chair Albert Garcia

### ***MEC GRIEVANCE COMMITTEE UPDATE***

#### ***HOTEL ISSUES***

In some areas, the MEC Hotel Committee is experiencing a lack of cooperation on the part of Delta, concerning hotel selection. The company has moved forward in vendor negotiations with the Hyatt Place Hotel in Denver. We feel this property does not meet the standards outlined in our agreement ([Section 4 – Expenses](#)).

Our contract calls for lodging facilities to have *"a full service restaurant on or within one (1) block of the hotel property."* In hotel business vernacular, "full service" restaurant means that the restaurant is open for breakfast, lunch and dinner and has an extensive menu with a wide variety of dining options, including room service.

This hotel has an extremely limited number of for sale items and is not open during all meal hours. Furthermore, the Hotel Committee on-site inspection indicates that there is no full service restaurant within one city block of the property. We believe this also violates our contract language.

Unfortunately, Delta continues to explore hotels that do not meet the standards negotiated in our legally binding contract. Please submit your concerns to the [AFA Hotel Committee](#) using this electronic [Hotel Report Form](#). We will continue to monitor hotel selections and grieve violations of our contract.

#### ***UNIFORM ISSUES***

The five uniform grievances that our union has filed have all been denied by the company. Those grievances were:

1. no red dress for females over size 18
2. slacks must be worn with orthopedic shoes
3. no summer shirt option for men and women
4. vest and tie are showing early wear due to inferior material selection
5. vest as an outer garment for Business Elite (BE)

In the denial of the dress grievance, the company maintains that this is not discrimination in a legal sense, and that they can determine who can wear the red dress by limiting the sizes. In their opinion this is company uniform policy.

Even though there is substantial past practice to the contrary, the company maintains that the mandatory wearing of slacks with orthopedic shoes is also company uniform policy and within its rights to mandate. Additionally, the company believes that requiring a flight attendant to carry the doctor's note is not a violation of the agreement – even though the contract does not require it.

Our contract calls for a separate summer shirt/blouse option for pre-merger Northwest flight attendants. In its response to this grievance, the company asserts that flight attendants can wear short sleeved white shirts/blouses in lieu of the specific summer shirt/blouse.

The vest and tie are disintegrating at an accelerated rate and flight attendants must submit them for possible company paid replacement. The company will not address this in a grievance. Meanwhile, if you send your vest in for a replacement and work BE class, the Company requires you to wear your jacket (or dress) until your vest is returned. This is not only uncomfortable; it is unreasonable in the summer months particularly.

There is substantial past practice for the company to provide the outer garment that is required when working in BE class. We feel that the same practice should be applied to the vest. The company denied this grievance as well and stated that these uniform standards are governed by company policy and as such they do not have to provide a vest.

All these grievances have been advanced to the System Board of Adjustment, following appeal by our union. Currently the company is unwilling to further discuss the vest issue in mediation. The next step is mediation for the four other grievances. We will keep you posted on the progress of these grievances. - Submitted by MEC Grievance Committee Vice Chair Patricia Reller

## ***NEW PROCEDURE FOR COMPANY BUSINESS FORMS***

There has been a change in the way we complete Company Business Expenses (such as passport renewal reimbursement, uniform alterations, etc). In the past we had submitted these on a paper form. We will now be going “paperless” so any Business Expense forms must be submitted via <http://dlnet.delta.com/> on a system called DEERS. You will need a special password in order to submit your expenses. To do this log on to Deltanet, then go to DEERS and register for a password, they will email you the password to your company email. Once you receive this password you must then go back into DEERS and follow instructions.