

## **NWA-AFA MEC Weekly Hotline Message July 10, 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)

### **UPCOMING POLICY AND PROCEDURAL CHANGES**

As noted in DL's "IFS Weekly Newsletter" of July 2nd, two more significant FA Manual revisions will occur on August 1st and October 1st. 'Change Alert' communications are planned to be issued to highlight the more significant changes made. These revisions are intended to further align NW and DL policies and procedures as plans continue to adopt a common Onboard Manual in December 2009.

Please be aware that there will be more FAA presence in the near future as integration continues. Remember that you may use our FA Manual as a reference if you are quizzed by the FAA. Continue to be familiar with the changes currently in place and those to be issued. –Submitted by MEC Air Safety, Health and Security Chair Jeanne Elliott

### **SEDGWICK FMLA UPDATE**

We have received the phone script and sample Sedgwick/Delta FMLA letters for our feedback and they will be revised. The letters that were being sent to our members are not acceptable to the Union, and neither is the content of the phone script. We will submit suggestions to alter these letters and the script going forward. Please continue to submit any issues or concerns that you have to your local AFA representatives, regarding the company Delta has outsourced our FMLA processing (Sedgwick).

### **LONG TERM DISABILITY INSURANCE**

AFA representatives met with Northwest and Delta absence management, Cigna claims representatives and NGP this week, in our continuing efforts to improve member satisfaction with our LTD insurance. We are now attempting to insert Independent Medical Examiner language in our policy, so that our members will have a 3<sup>rd</sup> and final, binding appeal venue. (National Group Protection is assisting the MEC and is an advocate for our members with claim questions and issues). Please review the LTD FAQ for assistance:

<http://nwaafa.org/docs/resources/AFA-NWA%20LTD%20-%20Frequently%20Asked%20Questions.pdf>

### ***PASS THIS ON... IT'S IMPORTANT!***

There appears to be some confusion surrounding the "advocacy program" Delta published this week. The truth is, there's not really anything new in it. The wording in the policy concerning "advocacy material" is somewhat dubious as it pertains to union pins.

We can wear our union insignia--KEEP WEARING YOUR PINS. Don't be scared or fear repercussion. We are legally entitled to wear our union pins. DO NOT STOP WEARING YOUR PINS. Obviously, Delta believes wearing the pins to be detrimental to their hope of no union, so make sure to get everyone to wear them. For a more in-depth look at our rights during this campaign, visit [http://deltaafa.org/default2.asp?active\\_page\\_id=76](http://deltaafa.org/default2.asp?active_page_id=76) .

The good news in this email is that we have - in writing - the permission to talk about union activity in the crew lounges. We have been doing this in ATL and CVG. Have no fear of talking about the representation in non-work areas of the lounge. Encourage conversation and education. Go to [www.deltaafa.org](http://www.deltaafa.org)

for information to help start the dialogue.

KEEP TALKING TO YOUR PEERS AND KEEP WEARING YOUR UNION PIN.

Submitted by DTW Flight Attendant Kim Evasic

### ***MAC COMPATABILITY WITH AQ TRAINING***

As integration training moves into AQ beginning in August, we've been made aware that the CBT portion of the training is not compatible with Mac computers.

As background, Delta's CBT training has not been Mac compatible. AFA has been in contact with the training and IS department and we are told a solution is in the works. At this time, Mac users are still not able to complete AQ CBT unless it is done with a PC or at a base computer.

With a high percentage of flight attendants using Mac computers, we feel it is reasonable for the Company to offer compatibility with their computer based training. The AQ training is rather time consuming and flight attendants - regardless of computer operating systems - should be able to complete the training in the environment of their choice. AFA will continue to ask for a resolution to the problem and will update you as soon as we have more information. In the meantime, please report AQ CBT technical issues to your base and copy in your AFA Local Executive Council. Submitted by MEC Vice-President Daniel Grey

## ***MEC GRIEVANCE TRAINING***

On July 8 and 9<sup>th</sup> over 35 LEC Officers attended Grievance Training in MSP. The facilitators included MEC Grievance Chair Greg Riffle and Vice Chair Patti Reller, along with AFA legal counsel Peter Swanson. Topics included a review of preparing a successful grievance, interpreting the contract, scenarios and a mock mediation hearing, Principles of Just Cause in disciplinary cases, EEO Issues, FMLA/HIPAA guidelines, and much more.

Guest speakers included Bonnie Peterson, who discussed Workers Compensation issues and MEC EAP Chair Rosemary Miller who reviewed EAP/Drug and Alcohol issues. MSP based flight attendant Rebecca Collier, who is part of the C3, gave a presentation on the Campaign Database and coordinating with the Campaign. MEC webmaster Neal McMahon also gave a training session on Unionware, which is the computer system we use to file and track grievances and ongoing issues.

One of the benefits of our legally binding contract is [Section 27 - GRIEVANCE PROCEDURE](#). This section gives us the right to file a grievance and have it handled in a specific manner that is set forth in our contract. Without this benefit it would be up to the Company as to how disciplinary and contractual disputes are resolved. There would be no promise of fairness and justice - with no opportunity to have an independent arbitrator weigh in for a legally binding final decision - to resolve a dispute between the Company and the Union member. There would be no "just cause" requirement for discipline and no legally binding system of rules or procedures with which the Company would be required to comply. In other words, you're on your own. –Submitted by MEC Communications Chair Rene Foss

## ***SLIP LEAVES - WHAT YOU NEED TO KNOW - JULY 16 DEADLINE***

The SLIP Leave deadline is fast approaching, and those wishing to participate will need to submit their bid by July 16, 2009 at 4pm central. We know there are ongoing concerns about whether the Company will honor the terms of the SLIP leave, with our representation and legal contract at risk this summer. The Company has sent out [past communications](#) to assert that they will honor the terms of these leaves, regardless of the outcome of our election. The Union has requested another such reassurance from them, for the most current SLIP leave. There is no guarantee without a legal contract, but these assurances in writing do give a measure of confidence to many of our flight attendants.

Flight Attendants in Minnesota will join all other NW bases and will now be able to collect Unemployment Insurance benefits as a result of our AFA-CWA Government Affairs Committee's tireless efforts to change the law that now recognizes voluntary lay-offs in lieu of furlough. The law extends benefits to those represented by a Collective Bargaining Agreement, such as ours with the Association of Flight Attendants-CWA, as well as a written employer policy at non-union companies. For questions and benefit information please visit the Resources tab of our MEC website, and then click on [Employment Resources](#).

### ***CHI SATELLITE PARKING UPDATE***

After repeated requests by Local AFA reps, the Company has stated that they should be in a position to communicate ORD parking with in the next few days. The final procedures will be posted on ATLAS. One of the delays is attributed to the news that the ORD station person who manages the parking is on vacation and is not scheduled to return until this week. They have stated that the process for parking will be in place prior to opening of S-CHI and the concern of those who have already purchased parking paddles will be addressed.

### ***ATL SATELLITE DOWNSIZING ANNOUNCED***

The Company announced a downsizing of the ATL satellite, due to recent cancellations and cross fleetings announcements for September. For our complete cross fleetings Q&A that was sent out earlier this week, please click [HERE](#). This downsizing of ATL will be accomplished per contractual provisions - first with a voluntary bid to return to Home Base, which will be awarded in seniority order in S-ATL. The six (6) month satellite base commitment will be waived for these requests. Should there be insufficient bidders, the flight attendants in ATL will be returned to Home Base in reverse seniority order, also effective September 1.

### ***ARE YOU INFORMED?***

As we continue to move forward with this monumental merger, changes are happening around us. The historic Northwest signs are being taken down from the hangers in MSP, our World Business Class service is back to being hand delivered, and our "All Call" procedures as well as safety checks have changed as well. The amount of information is at times overwhelming, but it is vital that we keep up with these changes as they affect our careers and any deviation from these new changes can lead to disciplinary action.

At Northwest, we're very fortunate that we have a back up to ensure we receive this information, our Union. Yesterday, I spoke to one of the many Delta flight attendants I've befriended during this merger process who only noticed a change to Delta's "Advocacy Policy" because she was browsing the DeltaNet portal. Imagine the thousands of flight attendants who do not take the opportunity to

look through DeltaNet daily, weekly or at all. These changes occur to their work rules, without any warning or notice regarding the new policy, or just a memo from one of the executives after the fact. Without being informed of these new changes, you could be at risk for disciplinary action and/or termination from the company.

One of the many advantages of having representation is the information we receive from our union. If there are changes occurring that are detrimental to our job, we receive notification from AFA, as well as the company. Because we have several sources of information, flight attendants are educated about what affects us and in turn we have an opportunity to discuss these changes at our union meetings, in our crew lounges and on the job. How informed will you be without representation? Visit [www.nwaafa.org](http://www.nwaafa.org) and [www.deltaafa.org](http://www.deltaafa.org) and your [Local Council websites](#) regularly. - Submitted by Member Engagement Vice Chair Jarrod Anderson