

NWA-AFA MEC Weekly Hotline Message July 31, 2009

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

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

LETTER OF AGREEMENT 17 CRITICAL PERIOD DECLARED TODAY

AFA was just notified by the Company that it has become necessary to enact LOA 17 today: *A Flight Attendant who loses hours from his/her schedule and is offered a time available opportunity may be required to accept time available, in certain limited situations, in an effort to reduce or eliminate projected Category 18 and/or 19 assignments.*

A Flight Attendant who is required to accept a time available opportunity shall:

- 1. Be compensated at one and one-half (1 ½) times his/her hourly incentive rate for all additional hours flown as a result of the assignment by Crew Scheduling;*
- 2. Upon request, be provided with Y1/F6 travel to and from his/her base to travel to and from the assignment;*
- 3. Be permitted to select any open pattern from the Open Flying List that departs during the Critical Period;*
- 4. Be assigned to the lowest value open pattern should he/she not select an open pattern;*
- 5. Not be assigned to a pattern that operates outside of the days of his/her time available obligation without his/her consent;*
- 6. With approval from Crew Scheduling, be released from the balance of his/her assigned pattern when transiting a base station, should the Critical Period end;*
- 7. Be permitted to accept or decline any time availability remaining following the assignment of a pattern under this Agreement. In such case, the provisions of Pattern Guarantee shall apply.*

PREMIUM PAY PATTERNS – SECTION 6 – SCHEDULING

The Company is offering Premium Pay Patterns (AFA CBA 6.I.) in most bases. A Flight Attendant awarded such designated pattern(s) shall be paid the value of the Premium Pay Pattern, plus an additional (25%) at the Flight Attendant's applicable incentive rate of pay. PPPs must be picked up as an upward adjustment from open time. Reserves picking these PPPs up as a Reserve Increase Adjustment in SLAP will receive the RIA pay (which is paid above the Reserve guarantee), as well as the 25% premium pay. Premium pay patterns are numbered in the 35000 series and are on the open board.

SOLIDARITY – THANK YOU TO OUR GREATER UNION FAMILY

Earlier this year AFA leaders from across the country passed a comprehensive [resolution of support](#) and have committed to helping us in our fight to retain collective bargaining in this merger. In addition to overwhelming AFA support, we have also been working with our union sisters and brothers in our Coalition of Flight Attendants (TWU, APFA, IBT, USW, and the IAM). We continue to meet with the [IAM](#) here at NWA as they share our challenges, and are communicating with [Delta ALPA](#), to look into ways to develop more visible support from our pilots on the line. AFA members are cordially invited to attend the [IAM Unity Party](#) in DTW this Saturday, so please join us there!

This week the United AFA MEC sent us a [letter of support](#), even though they are involved in challenging negotiations and issues of their own. Members from Horizon, United, Mesaba, etc. are already out on the line proudly displaying their union pins and bag tags, and starting positive conversations with Delta flight attendants. The [CWA](#) has been, and will continue to be, a rock of support - both financially and in visibility efforts. The [American Federation of Teachers](#) has recently come out in support as well, and we're experiencing support from the [Minnesota AFL-CIO Labor Councils](#), [Atlanta Central Labor Council](#), heartened by the support from [Jobs With Justice](#), the [Metro Detroit AFL-CIO Central Labor Council](#), and many more.

It is truly heartwarming to see [this support](#) for our fight, even when many of these unions are experiencing their own mini hurricanes. They understand what's at stake for our careers and so do we. Join us now at www.deltaafa.org.

TOP QUESTION OF THE WEEK – WHAT IS OUR ELECTION TIMELINE?

On July 27, AFA filed our [petition](#) requesting that the National Mediation Board (“NMB”) find that the Delta/Northwest merger has created a single carrier. Based on prior NMB decisions in similar cases, this decision will likely be issued in 4-6 weeks. Once the NMB declares that the merger has resulted in a single carrier, a representation election will be held to determine if AFA will be the flight attendants' exclusive bargaining representative. Before the NMB schedules the election, it gives any other Union that may be interested in representing the Delta flight attendants 14 days to make a showing that it has signed authorization cards from at least 35% of the entire flight attendant group.

After the 14 day period has elapsed, the NMB will then schedule that election. If no other Union has intervened, AFA will be the only Union on the ballot. Given the size of this flight attendant group (20,000) and the election process, it could take an additional 2-3 months. Based on this estimated timeline, the ballot count could occur between late October and mid-November. Since AFA cannot control the NMB process, this is only an estimate. In any event, the election process has begun and the opportunity for the Delta/NWA flight attendants to negotiate a world class contract at a world class airline is within reach. –Submitted by AFA General Counsel Ed Gilmartin

THE MATRIX.....AND OTHER CONTRACTUAL TRACKING REPORTS

The Matrix provides some of the tracking information that is required by our contract ([Section 6.G. - Scheduling](#), [Section 7.O. - Reserve](#), etc). It's a good resource for information, including: reserve and regular lineholder trade, upward adjustment, drop restrictions, etc. The Matrix screen is found in ACCESS and information on how to read this screen is outlined in the [CENTRY Manual](#) on ATLAS under the "Bid Resources" tab. To access and use this screen:

1. Sign in to the ACCESS system with User ID and password.
2. Type CREW, press enter.
3. Type MATRIX, press enter.
4. Tab to BASE, type in the base code, press enter.

More tracking information is found in ACCESS, under "OBOARD" and "RESERVE" options, in addition to more general information (Reserve Matrix and Whiteboard) that can be found under the "Scheduling" tab on ATLAS. The CENTRY Manual is in the process of being updated by the Company to reflect newer contractual provisions. – Submitted by MEC President Janette Rook

LOA 35 ARBITRATION UPDATE

I'd like to give you a quick update on the progress of the LOA 35 arbitration, and where we stand at this point, in regards to when we could reasonably expect to receive a decision from the arbitrator. In an earlier message, I described how the record in the case was closed on July 10th. What this means is, from that point forward, neither party, the Union nor the Company, can introduce any new evidence for the arbitrator to consider.

Although the arbitration proceeding itself was conducted in early April, it took until July 10 to close the record in this case due to some unusual requests on the part of the Company attorney. The first request from the Company attorney, which was presented at the conclusion of the proceeding itself, was to allow for an additional Company witness to testify who, strangely enough, could not be present during the course of the arbitration itself. This testimony, which had to take place in front of the arbitrator, and be court-reported, with all attorneys present, took place in early May.

When that testimony was done, the attorneys representing each side then had to submit their closing briefs, which are a sort of summation of each side's presentation of the case, in writing, to the arbitrator. As a normal part of the process, the briefs are then exchanged between the Union and the Company. When the Company attorney read our closing brief in the case, he then took the unusual step of asking the arbitrator for permission to submit what is known as a rebuttal brief.

In other words, the Company attorney felt compelled to address an issue or

issues which were raised in the Union's closing brief, with additional closing statements in a rebuttal brief, which was then submitted to the arbitrator. The net effect of these additional steps requested by the Company was that the record did not close until July 10.

From this point forward, it is usual and customary for the arbitrator to take two to three months to issue a decision. Given the complexity of the case and the number of exhibits introduced by both sides, it would not be surprising to see an award issued sometime in October. As always, we'll keep you updated with any new announcements regarding the progress of this case. - Submitted by MEC Grievance Chair Greg Riffle

WHO IS ELIGIBLE TO VOTE IN OUR REPRESENTATIONAL ELECTION?

EVERYONE on the system seniority list is eligible to vote even if you are on a leave such as SLIP, CCL Medical, FMLA, OJI, disability, and/or any other kind of leave. In a representational election it is important to know that **ALL** flight attendants on the system seniority list **are eligible to vote** in the election. By virtue of being on the seniority list, even if you are on a leave of any kind, you are entitled to vote in the upcoming election.

This information is very important, because according to current NMB rules if you do not cast a vote it will count as a **NO** vote. This is unlike most elections in which we participate. So, if you want representation, collective bargaining, a contract and a voice in your future, then you must participate by voting. We need everyone on the seniority list to vote. We will provide more information and voting instructions during the coming weeks. Keep informed and be sure to share this information with fellow crew members.

Don't let misinformation stand in the way of your right, privilege and responsibility to participate in our upcoming representational election. Please share this factual information with all flight attendants, especially if you know someone on a leave of any type. -Submitted by MEC Communications Chair Rene Foss

AQ TRAINING BEFORE YOU GO

Last week's MEC Hotline provided timely information and resources in preparation for upcoming Aircraft Qualification training, commencing on August 3rd. We have just been informed that the AQ training will also include "emergency equipment" - differences, locations and pre-flight checks. There also may be questions on the equipment included in the aircraft written exams.

The company has advised that follow-on AQ communications will contain this need-to-know information. As a final reminder . . . it is recommended that (even though completed before class) the CBT be reviewed again and as close to your actual class date as possible. Training questions should be directed to:

IFTRAIN@nwa.com

HAVING COMPATIBILITY ISSUES WITH AQ CBT?

Technical support is available for the CBT by contacting the NWA Help Desk at (612) 726-6955 or (800) 328-2283. There's also a new [AQ CBT Home User's Guide](#) on ATLAS – click on the “Inflight Learning Website” in the bottom right corner of the home page. If that doesn't help you get through compatibility issues and in order to better assist you, please let us know:

1. Operating system you are using
2. Computer manufacturer you are using
3. Browser you are using
4. Error codes you get when trying to access

MEC IS Chair Karen Ellis kellis@nwaafa.org

MEC IS Vice Chair John VanRisseghem jvanrisseghem@nwaafa.org

MEC Webmaster Neal McMahon nmcmahon@nwaafa.org

ALL CALL FOR NEW EAP VOLUNTEERS

EAP is sending out an all-call for new volunteers to attend the upcoming EAP Basic Training in September. We are looking for compassionate and trustworthy individuals who would like to offer support and assistance to flight attendants in need. If you have outside training as a first responder, EMT, counselor, mediator or a background in substance abuse support you would be a great a fit for EAP. We encourage you to share your talents with us. Please see details below, and click [HERE](#) to apply online. We look forward to hearing from you!

What: Basic EAP Training

When: September 29th and 30th, 2009

Where: Seattle, WA - Comfort Inn and Suites, 19333 International Blvd.

Cost: The lodging rate per night is \$58.00 plus tax

Please contact the International EAP Department to register a candidate for this training. Please remind each training candidate to complete the online EAP Representative application at www.afanet.org under the EAP Department section. For further information, please call Linda at 202-434-0560 after July 20.

SENIORITY LIST CHALLENGE PERIOD

In accordance with [Section 20 – Seniority](#) of the FA Agreement, the revised seniority list was posted on ATLAS. If you believe there is an error, omission or incorrect posting which affects your seniority, you have sixty (60) days to submit a written inquiry. The deadline for submitting a protest will be August 30, 2009.

Please submit written inquiries to:

Susan Kramer

Managing Director Labor Relations NWA

MSP A1170

2700 Lone Oak Parkway

Eagan, MN 55121

SEA BEACON FOUNDATION GOLF OFF – AUGUST 17TH

The Seattle Division of [The Beacon Foundation](#) is having its annual Golf Off Scramble Tournament August 17th at Mt. Si Golf Course in Snoqualmie, WA, with an 8 am shotgun start. The entrance fee is \$70 per person, with teams of 4 or less (we can pair you up on a team). Other ways to support the cause are to purchase raffle tickets, come for just lunch, donate a raffle basket for the raffle, give monetary donations or buy a hole sign sponsorship or “In Memory Of” hole sign for \$50 (hole signs need to be in before Aug. 3rd). Last day to register for golf and lunch is August 7th. Last day for donations is August 10th. Contact Joann Olson for more information via email jolson129@comcast.net or call 425-822-1395 or cell 206-465-3343. Donations can also be made by check to “The Beacon Foundation” and sent to: Joann Olson, 12132 NE 65th St. Kirkland, WA 98033.

NOTE: Many members have wondered what will become of the NWA Beacon Foundation following our merger. Beacon reports that they are still evaluating and discussing the future of the Beacon Foundation at this time.

RECIPROCAL CABIN SEAT UPDATE – LOA 29

Pursuant our AFA CBA Letter of Agreement 29, negotiations continue to add Cabin Seat Agreements for our members. Thanks to NW Director of Inflight Scheduling Brian Moreau, as he continues this work to enhance this program with the AFA. Beginning tomorrow, Mesa Airlines (YV), Freedom Airlines (F8) and Miami Air International (LL) join the list of airlines participating in our reciprocal cabin seat program. The list of *Reciprocal Cabin Seat Agreements* is on ATLAS. Air Transat (Canada) has recently contacted AFA and we are working with the company to develop an agreement with them, similar to the Delta pilots’ agreement with Air Transat. Stay tuned....