

## NWA-AFA MEC Weekly Hotline Message October 16, 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)

***“A VOTE-LESS PEOPLE ARE A POWERLESS PEOPLE. THE MOST IMPORTANT STEP WE CAN TAKE IS THAT SHORT WALK TO THE BALLOT BOX.” DR. MARTIN LUTHER KING, JR.***

### ***THE TRUTH ABOUT VOTING AND A DEMOCRATIC BALLOT . . . .***

The September 2nd petition filing by the Transportation Trades Department (TTD) of the AFL-CIO has given way to speculation and some misinformation in recent weeks. The TTD formally asked the National Mediation Board to amend the Railway Labor Act procedural manual and require a Yes/No ballot in representational elections. (Go to <http://www.deltaafa.org/TTDREQUEST.pdf> to see the TTD petition.) While the NMB has yet to respond to the request, Delta Management has communicated through its executives and the media that they intend to vigorously oppose a change to the antiquated system of voting. For clarification on October 14th the TTD prepared a Q&A on NMB election procedures. To view the TTD Q&A visit: [http://nwaafa.org/docs/TTD\\_QA\\_NMB\\_Election\\_Procedure\\_Change\\_Request.pdf](http://nwaafa.org/docs/TTD_QA_NMB_Election_Procedure_Change_Request.pdf)

How management can defend a system that presupposes “no” votes for those who do not vote is difficult to understand – except that their long-standing practice of voter suppression would no longer have meaning in a more democratic election.

It’s important to note that the NMB has not yet made the declaration of “single carrier status” for the flight attendants at NW and DL. The single carrier determination is what triggers an election at a carrier in a merger situation. Delta and its anti-union campaign are quick to point to the recent USA3000 election in which flight attendants voted for union representation. The USA3000 election proceeded under the current NMB rules because single carrier status was not necessary for the NMB to hold an election. Since we are not yet voting, there is no election. No single carrier, no election. We are ready to vote and will wait for the Board to make its ruling and consideration of the TTD petition.

The NMB will lay out its timeline and comment on the TTD request when it has reviewed all appropriate information. Until that time, activists at Delta will continue to talk to one another about representation. Delta is the largest organizing campaign in the labor movement in years; more than 20,000

employees in one world-class bargaining unit will soon have the opportunity to vote.

### ***DEMYSTIFYING SCOPE***

There is a lot of talk about “Scope.” What exactly is “Scope?” Scope is the legally binding provision in our contract (Section 1.B.) go to: <http://www.nwaafa.org/contract/section1/> that spells out exactly what flying we, as Northwest Flight Attendants, are entitled to work. Key provisions of our Scope language have survived decades of changes in management, unions, and the aviation industry. Recent attempts have been made to downplay the importance of Scope language in our contract. You may have even seen or read some insinuation that Scope is no more than a mouthwash. We invite you to familiarize yourself with Section 1 and decide for yourself why Scope is the leading section of flight attendant, pilot and mostly all Collective Bargaining Agreements. Go to: [http://nwaafa.org/docs/NWA\\_AFA\\_Scope\\_Statement\\_OCT09.pdf](http://nwaafa.org/docs/NWA_AFA_Scope_Statement_OCT09.pdf) for a Q&A related to Scope language.

### ***OPERATION DONATION AFA AND IAM UNITE FOR CHARITY***

The AFA-CWA proudly joins with IAM, the Salvation Army and the Red Cross for Operation Donation. Together we will be collecting gently used and new winter coats and clothes as well as toys and non-perishable food items. the Red Cross Blood Mobile will also be available during certain hours.

The event will begin Thursday October 23rd at noon and run for 48 hours straight until Saturday October 24th at noon. If you would like to donate any winter clothes we look forward to seeing you at Northwest Airlines Building C parking lot directly across from Fort Snelling Cemetery any time during the 48 hour event.

If you would like to help by donating blood please go to [www.givebloodgivelife.org](http://www.givebloodgivelife.org) or call **1-800-GIVE LIFE**. We are still looking for volunteers on certain shifts. If you are interested in volunteering your time to this worthy cause please contact Katie Martin at [kmartin@nwaafa.org](mailto:kmartin@nwaafa.org) or Rene Foss at [rfoss@nwaafa.org](mailto:rfoss@nwaafa.org)

### ***UNION PLUS ASSISTS PARTICIPANTS IMPACTED BY FLOODING***

Union members living in areas impacted by the severe storms and flooding in Georgia beginning September 18, 2009, and who participate in Union Plus programs may have one less financial worry. Please click the Union Plus logo for complete information on this important initiative.

### ***SPLIT LINES - FOR RESERVES AND LINEHOLDERS***

Due to all the merger related programming, the company was unable to complete all the Split Line programming that is necessary for a November launch of the new Split Line Program. That means the program is now scheduled to launch in January, since we don't want to make the December bidding any more complicated or stressful than it already can be for all of us. In the meantime, please read over Letter of Agreement 41 for details about this new program.

I've spoken to a lot of Reserves while commuting to the MEC office in MSP and many don't yet realize that both Regular and Reserve lineholders will be eligible to bid for this new program. LOA 41 can be found on the Negotiations Committee page or click here:

[http://www.nwaafa.org/docs/contract/LOA\\_41\\_Split\\_Line\\_Program03SEP09.pdf](http://www.nwaafa.org/docs/contract/LOA_41_Split_Line_Program03SEP09.pdf).

~ Submitted by MEC President Janette Rook

### ***PROTECTING U.S. AVIATION JOBS IN INTERNATIONAL JOINT VENTURES***

The Transportation Trades Department, AFL-CIO (TTD) released a statement asking Congress to act on behalf of aviation workers in light of the industry's move to strengthen and in some cases further expand their alliances with foreign carriers. " While these alliances have enabled U.S. carriers to compete and have allowed customers greater efficiencies and access in the international arena, one-sided arrangements can have a detrimental impact on the jobs of U.S. flight crews and ground workers. "

At Northwest we are well aware of the benefits of a sound alliance partnership as our alliance with KLM is often times seen as the best example of an alliance that has had benefits for both sides of the partnership. In the past few years however we have all witnessed our industry reaching out full-throttle to foreign carriers and expanding partnerships in order to remain viable in a very difficult economic environment for our industry. We are not against nor do we criticize our industry finding new ways to remain viable in a global environment, but we do take caution when these moves involve a loss of good jobs within our shores. The TTD states, "Congress must move to protect the jobs of aviation workers as U.S. carriers seek to utilize international joint venture arrangements to offshore U.S. aviation jobs in order to boost profit margins."

For the complete statement from the TTD, please visit

<http://www.nwaafa.org/committees/govaffairs> ~Submitted by MEC Government Affairs Chair Albert Garica

### ***NEW ON-BOARD MANUAL COMING SOON!***

At Wednesday's contractual quarterly Joint Safety, Security & Health Committee meeting, it was announced that the new Delta On-Board Manual (OBM) and

Announcement Handbook (AH) will start to be distributed by all bases in early December, with an effective date of 1 January 2010.

The new OBM and AH are required to be carried by all Flight Attendants while on duty in compliance with Federal Aviation Regulations (just as we do presently). Please note that the new OBM will not be available on board the aircraft as the name might suggest.

Flight Attendants with a carry-over trip (from December to January) will be required to carry both Manuals and Announcement Handbooks. Remember . . . the new OBM cannot be used prior to January 1st.

The old NW FA Manual/Announcement Handbook will not be required to be turned in. If discarded, proper disposal needs to be made in accordance with SSI requirements (i.e., use of secure receptacle at bases or shred/tear up). It is prohibited to sell or donate the Manual to any party outside of Delta Air Lines.

Also, a general highlights memo will be issued, providing instructions on assembling the OBM and identifying specific changes made. Again . . . look for the new OBM and its attractive red, zippered cover in early December!  
~Submitted by MEC Air Safety, Health and Security Committee

### ***DON'T YOU THINK FLIGHT ATTENDANTS DESERVE A CHANGE TO RAILROAD RULES FROM 1926?***

We've heard from many of you throughout the past week and share your concern with the blatant lack of neutrality from our management team. While we are familiar with our "new" executive team from our "old" airline Northwest, these aggressive union busting tactics are new for pre-merger Northwest flight attendants. Here's just one of the Letters to the Editor that our incensed members sent to the MEC this week:

Dear Editor,

In regards to your biased view of the Delta Flight Attendant union vote, I would like to ask the readers a couple questions so they may better understand your editorial:

1. Have any work conditions or rules at your job changed since 1926, requiring a few updates on how you do that job in 2009?
2. What other election in the history of the USA would a non-returned ballot be AUTOMATICALLY counted as a vote for one side or the other? Those automatic default-to-NO votes against having the union includes any "lost" non-returned ballots as well as those mailed out to retired or even deceased employees!

3. Notice any difference between the Ford Tri-Motor of 1926 and the Airbus A380 jumbo jet of 2009?

The editorial regarding this election did not mention some other things from 1926 - when that rule regarding a union vote was established. Do you remember when Calvin Coolidge was President, Charles Lindbergh had yet to attempt his trans-oceanic flight, when the black and white television was not even an idea yet, or when the newest and hottest car in Detroit was the Model-T? That is the exact time this rule was established!

Don't you think the Delta flight attendants deserve a change in railroad rules from 1926? ~Submitted by DTW Purser C.D.Smith