

## NWA-AFA MEC Weekly Hotline Message December 19, 2008

### **MEC QUARTERLY NEWSLETTER – ALL CALL**

The fourth quarter NWA AFA Master Executive Council newsletter should have already arrived via U.S. Mail at our home addresses. If you did not receive one or would like to print another copy, you can view previous editions of the **all call** on the Communications page of [www.nwaafa.org](http://www.nwaafa.org).

### **IAM DEC 23rd PICKET AT DTW, COME OUT AND SHOW YOUR SUPPORT**

International Association of Machinists (IAM) has scheduled an informational picketing in Detroit on Tuesday, December 23. The picket will take place from 9:00 am to 5:00 pm on the upper level of the McNamara Terminal. IAM has asked flight attendants to come out and support them, as they too are fighting to keep union representation and fend off pressure from Delta to prematurely integrate their seniority. Ed Bastian, Delta Airline's President and Chief Financial Officer, is scheduled to be in Detroit on Tuesday. With the holidays fast approaching, we know many flight attendants have very tight schedules. However, we urge you to please spare a few minutes before or after your commute, or during your sit time, to come and join our IAM brothers and sisters as we show our solidarity for our collective futures in the largest airline in the world. Please wear your uniform if you are not on a trip or on company paid time. For more information please click [HERE](#) to visit the IAM website and view their flyer for the event.

### **PERFORMANCE INCENTIVE PAYMENT – REFUND OF DUES**

Flight attendants were paid a fourth quarter performance incentive payment in our December 13 paycheck. Payroll automatically takes out union dues from a generated paycheck, regardless of your flying status. For flight attendants who are on a SLIP leave or other long-term leave, you will be due a refund of \$43 from AFA if you have already fulfilled your 3 month dues obligation. As soon as AFA receives the funds from NWA, the incorrect dues deductions will be refunded.

### **DELTA EARLY OUT & 55 POINT PROGRAM INFORMATION**

Please keep in mind that the latest Early Out and 55 Point Program are not contractual items, therefore the union did not have the opportunity to negotiate the details of these plans. Some questions involve contractual language and of course we can help clarify those provisions. Please direct questions that are specific to these Delta programs to the Company, in order to get the most accurate information possible. A full list of Company contacts and information regarding Pensions, 401K, & Retiree Medical Benefits are available on RADAR.

**Q:** Do I "lock in" NWA contractual medical benefit coverage and rates, by retiring now under our contract?

**A:** Our union contract provides subsidized retiree medical rates and that provision will continue as long as we have a negotiated contract that provides it. AFA does not know if Delta will honor our contractual retiree medical rates, if we do not keep our union in this merger. Without a contract and union, retiree medical rates can be changed at Delta. Delta retirees now pay over \$500 per month for single retiree medical coverage. Please visit the Insurance and Retirement Committee page for a full [comparison](#) of DAL & NWA medical plans.

**Q:** I have turned 55 while on SLIP leave. Am I eligible to retire for pension plan purposes?

**A:** The SLIP leave (3T) is the only leave that a flight attendant is considered active for pension purposes. So, if a flight attendant turns 55 while on a SLIP leave and has 10+ years of vesting service, then they are retirement eligible for pension plan purposes. For example: if an FA went on a

SLIP 8/30/2008, turned 55 on 12/27/2008 while on a SLIP, and has over 10 years of vesting service, then the FA is eligible to retire for pension plan purposes.

**Q:** I am former Hughes Air West Flight Attendant - is my accrued Benefit Service information correct in the pension statements?

**A:** Former Hughes Air West FAs: please note that your pension statement may include incorrect Benefit Service information. For example: a former Hughes FA's pension statement could show 20 years of Benefit Service, when the FA's correct Benefit Service could be more than 20 years due to previous contractual enhancements. Details of our frozen pension plan and your pension statement can be found on RADAR. Former Hughes FAs: please call the NWA Pension Department to get the correct Benefit Service amount.

### **MONTHLY PURSER CONFERENCE CALL NOTES**

Your AFA MEC Purser Committee Chairs participated in the monthly Purser conference call with Julie Showers on December 15, as part of the ongoing NWA Purser Leadership Series. Joanne Smith (DAL SVP In-Flt) along with the DAL In-Flight Training Department applauded the Northwest Purser Program. They have been impressed with the Purser Qualification and Initial Training Program for months and have shown interest in adapting our program. In October, two DAL employees participated in the NWA Purser Training to gain first hand knowledge of our qualification process.

During the conference call, Julie Showers (NWA SVP of In-flight Services) was asked if NWA Purses would be required to go through a new qualification process to fly as post-merged DAL "Flight Leaders." Julie replied that the current NWA Purses will not be required to re-qualify for the Delta program. All Purses are encouraged to maintain their qualification (mandatory CBT) until further information is available.

However, none of this will matter if we do not maintain our union representation, since Section 9 – Purses in our Collective Bargaining Agreement will be null and void. It is imperative that we maintain our Purser language, since Delta's program is quite different than our own. Currently at NWA there is one Purser scheduled on all international flights, including wide body aircraft from HNL to the mainland. In DAL's program Purses may only be scheduled on wide body aircraft going to Asia or Europe, and not to Latin America, HNL, or international charter flights. These are just a few of the important parameters negotiated in Section 9 of the AFA CBA which may be taken away from us if we lose our union representation. So, how important is your Purser status? As always, we would love to hear from you at: [purser@nwaafa.org](mailto:purser@nwaafa.org). On behalf of our MEC Purser Committee, we would like to wish you a Happy Holiday Season.—Submitted by MEC Purser Committee Chair Kim Cook

### **FAA's "FA FATIGUE SURVEYS" DISTRIBUTED**

As reported in 'Hotline' messages and included in 'Safe Skies' newsletter, FAA's Civil Aerospace Medical Institute has randomly distributed the official survey on crew flight/duty time, health and fatigue factors to approximately 23,000 U.S. flight attendants. With only a minimal number of FAs from each airline being selected, it is extremely important that you participate if you receive the survey.

If you received a postcard from FAA/CAMI and did not return it, you will not receive the survey. They are now sending out a second round of postcards and we encourage you to return it, in order to participate in this important effort. We need as many of our FAs to participate as possible!

The survey may be completed online or by returning the paper version mailed to those selected. If you have lost it, please call CAMI directly at: 405-954-1594. The FAA will be analyzing responses early next year, and need them to be returned as soon as possible.

AFA-CWA encourages you to complete and return the survey, if received. Your honest and confidential feedback will help government, industry and employee representatives make the most

accurate decisions to ensure required changes impacting the safety and health of U.S. Flight Attendants. Please take the time to respond to the survey. We are counting on you!-Submitted by MEC ASHS Chair Jeanne Elliot

### **MAC MEETS TO DISCUSS NEW DELTA'S CONTRACTUAL OBLIGATION**

The Star Tribune is reporting that the Metropolitan Airports Commission (MAC) will meet in a special session Tuesday December 23, to consider a tentative agreement with Delta Airlines that rewrites a 1992 agreement with NWA that guaranteed the airline's headquarters, air service and jobs remain in Minnesota. When Delta merged with Northwest, the agreement was renegotiated to allow the elimination of the NWA headquarters without penalty, as long as Delta provides a major hub with at least 400 flights per day, and that Delta maintains at least 10,000 jobs in Minnesota. Significant penalties will be imposed if Delta does not live up to their agreement.

The possibility of Delta not living up to their word from MAC is something that we should keep in mind as we prepare to fight for a union contract. This is an example of what we can possibly expect in our dealings with Delta. Verbal agreements are meaningless. We need a written contract to best assure our future benefits. To read the Star Tribune article in its entirety, please click [HERE](#) or go to <http://www.startribune.com/business/36404209.html?elr=KArksUUUU>.

### **HOLIDAY MESSAGE FROM SFO HOTEL COMMITTEE**

Happy Holidays to Everyone! We all look at the holidays with a certain amount of trepidation. Hopefully we will all be able to find little corners of calm, and enjoy good times with friends and family throughout the hectic season. Here are a few simple things that you can do to escape the holiday travel madness.

- Fly with your own pillow case. It sounds a little neurotic, but going to sleep on familiar feelings and scents can be extremely calming. Try using it on your break on the way to/from NRT as well.
- Pack a favorite meal to eat on the road. Comfort food is called that for a reason.
- Use programs like Skype to call home from anywhere in the world. If you set it up as a computer-to-computer call, you can even use a webcam to see your friends and family while you talk to them.
- Remember to relax, January will be here soon.

-Submitted by SFO Hotel Committee Chair Donald Williams

### **AROUND THE SYSTEM - BRING A COLLEAGUE. GET MOTIVATED. GET INVOLVED.**

The [MEC meeting schedule](#) and the [Local Meeting schedule](#) are found under the "Events" tab at [www.nwaafa.org](http://www.nwaafa.org). Delta Flight Attendants will be invited to local union meetings throughout the country in the coming year, and there will be mixers and trainings planned and posted at [www.deltaafa.org](http://www.deltaafa.org) as well.

### **GOT MERGER QUESTIONS? GET ANSWERS!**

You are always welcome to contact your AFA-CWA Local officers, whose contact information is found at [nwaafa.org](http://nwaafa.org). Another way to get accurate answers to merger questions is to email [Questions@nwaafa.org](mailto:Questions@nwaafa.org). As additional information is gathered, it will be reported in hotline messages, our quarterly printed MEC newsletter *all call*, in Union bulletin boards, and on the websites. Archived editions of the MEC merger Q&A *the source* and the *Contract vs. Policy Manual* postcards are posted on the [MEC website](#). To sign up for the joint campaign e-news and read past campaign publications visit [www.deltaafa.org](http://www.deltaafa.org).

***DON'T FORGET TO WEAR YOUR UNION PIN!***

Click [HERE](#) or visit [www.afanet.org](http://www.afanet.org) for information about AFA-CWA union structure and the history of the AFA-CWA. Dues & Member Q&A can be viewed here: <http://nwaafa.org/resources/dues/>.

**For a printable PDF version of this message click [HERE](#)**