

Dear fellow flight attendants:

I watched the company's September 23<sup>rd</sup> town hall webcast, "Nexus," hosted by Mr. Richard Anderson and Ms. Joanne Smith in Atlanta and Mr. Steve Gorman in Detroit. I watched without any preconceived judgment and listened with an open mind. The goal for Nexus, as repeatedly mentioned, was for flight attendants to get the facts, stop the rumor mill and scare tactics, and to become educated.

First and foremost, I appreciate the time and effort our senior leadership spent "educating" the flight attendants and bringing their "truth" to the surface. However, following Thursday's discussion, I feel compelled to address a few statements made by Mr. Anderson, Ms. Smith, and Mr. Gorman that, in my opinion, were either non-factual or misleading.

Let's start with the Association of Flight Attendants. As a pre-merger Northwest flight attendant, the "attack" (for the lack of a better word) on AFA and our contract was uncalled for. Our hosts proclaimed that the contract AFA negotiated for pre-merger NWA flight attendants was a clear testament to AFA's poor record and meager capability to represent flight attendants. To address these accusations, let's stroll down the memory lane for a second and remind our hosts and others the true origin of our bankruptcy court-imposed agreement.

It was our former union—*not AFA*—that negotiated the initial Tentative Agreement (TA1) that gave away over \$195 million in concessions to NWA. Not surprisingly, more than 80% of Northwest flight attendants rejected TA1, as well as TA2, a modified version of TA1. Around this time, Northwest flight attendants elected The Association of Flight Attendants - CWA (AFA-CWA) to be our new union. (I find it ironic that many members of former union's leadership now strongly advocate a non-union environment...sore losers and egos hurt anyone?)

With a court-imposed deadline to reach an agreement or else, TA2 became AFA's starting point for additional negotiations. AFA fought as hard as they could to recoup some of the lost concessions, even though the court had already determined the dollar value of the cuts. After working under the more severe court-imposed TA1 cuts negotiated by our previous union, AFA successfully negotiated an improved contract that was ratified before yet another deadline: emergence from bankruptcy. This allowed NWA flight attendants to benefit from the substantial equity claim that would have been lost had the deadline been missed. With an agreement in place, NWA was able to move forward and focus on the Delta merger looming in the horizon.

AFA-CWA is the world's largest flight attendant union, representing over 55,000 flight attendants at 22 airlines. Since 1945, AFA has fought hard to advance flight attendant careers—professionally, contractually, in the board room and the court room. It was AFA that fought United's no-marriage rule—a lawsuit won 24 years ago this week—ending mandatory retirement for flight attendants who married. It was AFA that challenged the requirement for flight attendants to stop working after pregnancy. It was AFA that fought for female flight attendants to be paid same as their male counterparts. Our Nexus hosts were quick to point to

AFA's struggles, but ignored over 60 years of AFA-spearheaded achievements and progress, that have transformed our flight attendant profession.

Unfortunately, this is typical for our company, which also provided us with skewed "comparisons," including Air Tran pay scales as a "similar" carrier, in an effort to make our pay look "competitive." They conveniently managed to leave out other leading companies, such as Southwest and Continental, whose flight attendants receive higher pay. If getting the truth out means hiding half of the facts, I would say that our company excels at telling the truth!

When asked how much Delta has invested in preventing union representation, I found it interesting Ms. Joanne dodged the question. Instead, she proclaimed Delta will not spend "a dime more than necessary" to get the truth out. Her response—or lack of response, actually—confirmed my presumption that huge sums of money are being spent to prevent flight attendants from having a union.

I wish the company would realize that if they invested just some of these excessive expenditures in their flight attendants by providing decent pay increases, better bonuses, crew meals, uniforms, etc., we would have more confidence that they do want the best for us. We would not be where we are today: fighting over union representation.

Our work group has been burned quite a few times. Have we forgotten they led us to believe the company could not survive without our 40% pay and benefit concessions? Just a year later, the company turned around and paid excessive bonuses to senior management. Have we forgotten the Dumpster Diving Booklet NWA gave to terminated employees back in 2006? (Tip #46 "Don't be shy about pulling something you like out of the trash" is my favorite.)

I would like nothing more than to give Delta the benefit of the doubt, offer an olive branch, and assume that it has its employees' best interests at heart. HOWEVER, when I hear these false statements and receive such misleading information, it makes me fight even harder to retain AFA representation. Delta leadership made it clear they are opposed not only to AFA, but to any kind of union representation. I can't understand such extreme opposition to representation, if their ultimate objective coincides with ours: our company's success. If we share that goal, it should be no brainer to join forces and work together to achieve it.

Unfortunately, while we do agree on the ultimate goal, we disagree on the process to achieve it. The words of appreciation and thank you messages from our leadership are greatly valued. At the end of the day, however, they do not pay our bills or feed our families. Let's continue the fight to better our lives and improve our profession. Let's not forget that half of our current leadership is old NWA management that, not long ago, sought to outsource our jobs! This struggle will not end until the company stops counting us a COST and sees us as the valuable ASSETS that we are!

Sincerely,  
Lyes Tazairt