

December 4, 2008

An Open Letter to Joanne Smith, Delta Managing Director of In-Flight Services

Dear Joanne,

I've read your memo to all Flight Attendants at the new Delta and I am sorry that you view an orderly wait for a Flight Attendant merger as undermining your progress in seeking a single carrier.

I have been a Flight Attendant for 35 years. This is my third merger. I have been at the "table".

Joanne, I've met you and it surprises me that you would come to the NW Flight Attendants in your e-mail to "negotiate" with us. I really find your e-mail to be poor taste, because I was expecting you to come across as the leader of our combined group.

In the fourth paragraph you speak to the "shame" in that we at NW are missing out on the conversation. That conversation will indeed take place when the time comes for the two groups to be together. Your need to push seniority integration through tells me where your loyalty lies. Once we conclude the representational election for a Union, under the auspice of the NMB, the DL and NW Seniority Merger Committees will have that conversation. When we vote for union representation for the new Delta, we will not need 14 FAs to integrate the lists. We have 2 Seniority Committee members because (DOH) date-of-hire is not as difficult to complete as a "Fair and Equitable" arbitration, which may include an outcome of "rank-ratio," along with a DOH.

Why would we want to do our seniority at this moment when the fact is the Vote needs to be done first? We at Northwest take our Seniority seriously, very seriously. Unlike Delta we have our own personal copy of our seniority list and the union flight attendants own it and maintain it, not the Company. It is available to us 24/7. Can you promise us that in writing?? I don't think so.

You speak of the law that was passed. That law is called the **Omnibus Budget Bill** also known as **H.R.2764**, Section 117 Labor Integration applies to all of us. You might not be aware but the Omnibus Budget Bill is a law that AFA helped craft along with Senator Claire McCaskill, D-Missouri. I am sure that if this law was not there today you would not be speaking 'Fair and Equitable'...

We are not ALPA. We are not any other Union but AFA. So when you speak to us, do not compare us to the other Unions on the Property.

Joanne I do believe you are looking to achieve a seamless operation for In-Flight. I might suggest you talk to Mr. Anderson, Mr. Campbell and others. Let us have our Union Election *without your interference*. Let us meet with the DL FAs *without your interference*. Let us begin to have a company we can all be proud to work for --because you and your team are not making us feel welcome as you try to pit us against one another.

In closing I might suggest you continue to talk to our AFA MEC. These are the people I have faith in. You are not making friends with this kind of tactic.

Sincerely,

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