



April 22, 2009

Mr. Mark Clarke
Chairperson
Delta Flight Attendant Seniority Integration Committee
Delta Air Lines
PO Box 20706
Atlanta, GA 30320-6001

Dear Mark,

I would like to introduce myself as the new Master Executive Council President of Northwest Airlines AFA. I look forward to meeting and working with both you and the rest of your committee, at the appropriate time. Our former MEC President Kevin Griffin recently resigned due to family medical reasons. Additionally, I would like to respond to your letter dated March 17, 2009. I would like to be as clear as possible in my response, as there has clearly been a misinterpretation of the conversation between you and Mr. Griffin.

The seniority integration process is governed by the Railway Labor Act and as such, meeting now would be very premature. Again, I will reiterate what has been relayed to you before; while we are appreciative of the work that you and the Delta flight attendant Seniority Integration Committee have accomplished, it is incorrect to indicate that our Merger Representatives somehow have access to the volumes of information that have been made available to you to accomplish a similar process. We still have never been given an accurate Delta flight attendant seniority list, even though it has been requested from you and from management on multiple occasions.

You state in your letter "we urge the Northwest Merger Representatives to meet with our Committee in good faith to complete the McCaskill-Bond seniority integration process." We are not, however, under the McCaskill-Bond integration process until the AFA representation election has been concluded. As you well know, if AFA wins the representation election, then the Union's internal "date-of-hire" seniority integration policy shall, under the statute, be used to integrate the respective seniority lists. For some reason the Delta Seniority Integration Committee has chosen not to reveal this fact in its communications to the Delta flight attendants. To set the record straight, I will let the text of the McCaskill-Bond Seniority Statute speak for itself:

- (1) If the same collective bargaining agent represents the combining craft or classes at each of the covered air carriers, that collective bargaining agent's internal policies regarding integration, if any, will not be affected by the requirements of this section. 42 U.S.C. § 42112 (a)(1).

Quite simply, the statute explicitly embraces and ensures that the Union's internal seniority integration procedures shall prevail over any other integration procedure when AFA wins the representation election.

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Mark, I am sure that you understand that we are approaching this process from very different directions. The reality that Delta management is attempting to rush this process along does not change our position. We fully intend to meet; however to do so at this time would be very premature.

The Northwest Merger Representatives will review the work that has been done by the Delta flight attendant Seniority Integration Committee when we receive access to all the information made available to the Delta Seniority Integration Committee. In addition, you state "a combined seniority list that was integrated using our methodology is posted on the IFS web site, which *all* flight attendants, including the Northwest Merger Representatives, can access." However, I am sure you are aware that this merged list was posted as a Portable Document Format (pdf) file and was protected so it could not even be printed or converted. This is unacceptable.

Again, I do not want to appear uncooperative, but the reality is that you have been tasked to put pressure on us to hurry this process along: For what end? It will not accomplish anything to attempt to do this integration prematurely. We can not begin to fly together until we are ALL trained and that is not even scheduled to begin until early summer, if the training programs are approved by the FAA. In addition, we have been advised that, the Northwest flight attendants' cannot schedule their AQ training until they have completed their recurrent training for 2009 and recurrent training will not be accomplished until mid-November 2009. Perhaps you have been given different information? As you can see, the reality of integrated flying schedules is not a possibility until early 2010. The good news is that it appears we will not have a dispute about methodology so, when the time is right, we should be able to reach an agreement very quickly.

When and if Delta management chooses to make all materials available to the pre-merger Northwest flight attendant Merger Representatives, we will begin reviewing the work done by the Delta flight attendant Seniority Integration Committee.

Until that time, we have no reason to continue to discuss meeting dates, as it is premature for us to contemplate meeting at this time.

We do look forward to working with you in the future.

In Unity,



Janette Rook
NWA MEC President
Association of Flight Attendants-CWA

Cc: Ed Gilmartin, AFA General Counsel
Pat Friend
MEC Officers

JR:kjc