



March 9, 2010

Dear Colleagues,

While the announcement of our scope grievance couldn't have come soon enough for many of us, it's a confusing issue for others. Our scope language is in the first section of our agreement for a reason - it defines our work, where we work and explicitly says who performs the work. Much of the language in Section 1 has carried over since our first agreement was signed in 1947.

What would it mean for us (and for all flight attendants who have a scope clause in their contracts) if our scope provisions are ignored, or if we allowed Delta management to eradicate our scope all together? Well, we could see foreign nationals flying highly coveted international routes and/or much of our work could be passed to regional domestic carriers at any time.

**In fact, without scope protections, there is no contractual provision prohibiting Delta from outsourcing all the flying now performed by pre-merger Northwest flight attendants - despite Delta's assurances to the contrary. We know through our own experience that we must always look to the future, focus on what could be and defend our contractual rights.**

Delta flight attendants want the best contract possible after we win representation. Knowing that, we do not believe the vast majority of flight attendants support short-term gain (e.g. flying new routes through the summer months) in place of long-term stability and job security. We've all observed how plans change on a dime at Delta, and we're concerned about the upcoming (May 2010) closure of satellite bases and temporary AFP bases, because it will effectively displace hundreds of pre-merger Delta and Northwest flight attendants.

Our grievance doesn't hinder our merger one bit; enforcing our scope just ensures that Delta management is mindful when scheduling flight attendants. This isn't a new concept in the industry and lots of airlines have dealt with this issue before and handled it well. Our scope grievance doesn't affect Delta's bottom line, the flight schedule or the safe, high quality product and service that we provide to millions of passengers everyday.

We look forward to settling the union representation question so we can all fly together at the new Delta. Last fall AFA offered to hold an immediate election where all votes would be counted. Unfortunately Delta management declined our offer, so we now await the decision of the NMB on their proposed voting rule change.

In the meantime, we hold the line to protect our scope and our rights, just as we have for over 62 years. As union represented workers we have the ability to hold our new Delta executives to the admirable principles set out by the old Delta in the *Rules Of The Road*, and we reflect upon the one that states: "*Always keep your deals.*"

In unity,

  
Janette Rook  
DTW Based Flight Attendant & NWA AFA MEC President