

Special Bulletin—Our Scope Grievance

Dear Colleagues,

While the announcement of our scope grievance could not 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,

A handwritten signature in black ink that reads "Janette". The signature is written in a cursive, flowing style.

Janette Rook
DTW Based Flight Attendant & NWA AFA MEC President

AFA-CWA GENERAL COUNCIL ED GILMARTIN ADDRESSES SCOPE—03/12/2010

As you know, AFA filed a grievance last Friday to enforce the Scope provisions of the NWA-AFA collective bargaining agreement. Under the Northwest Flight Attendant contract, disputes over Scope must be resolved in expedited arbitration within 60 days. Unfortunately, in direct violation of these agreed-to procedures, Delta has announced it will ignore the contract and will refuse to participate in a Scope arbitration. Instead, Delta has run to federal court to ask the court for permission to violate its own contractual promises and not arbitrate the Scope grievance.

AFA regrets Delta's action, but the Union will vigorously defend its position, and will seek an expedited resolution to this dispute. The Union's goal is to enforce its contract and protect PMNW and PMDL Flight Attendants by not allowing Delta to outsource flying—now or in the future.

Remember, the filing of this grievance and the Company's response will have no effect on flight attendant schedules. The legal process will play out over several months, and we will keep you apprised of any developments with the Scope issue. Keep on flying and continue to be safe.



JOINT VENTURES ON THE SCOPESCAPE?

AFA-CWA has been leading the battle to protect our careers against outsourcing ever since it entered the airline arena as yet another means for companies to fatten their bottom line at the expense of Flight Attendant careers. Fundamental to this effort is our goal to protect U.S. airline jobs that support our employer and ensure Delta's success, while supporting the airline industry and quality employment for our U.S. economy.

The battle to protect U.S. airline jobs is not unique to Delta/Northwest. However, previously veiled company threats to replace thousands of PMNW Flight Attendant jobs by outsourcing international positions became unabashed and blatant corporate demands at NWA just five years ago. Whether by defending existing Scope language for AFA-represented carriers, or proactively scanning the horizon for potential threats to all Flight Attendant jobs, AFA-CWA has led the charge to protect our profession and our careers.

Efforts to prevent current crewmembers from being replaced by outsourced workers—whether from inside or outside U.S. borders—continue in our industry in ways that extend beyond our own internal efforts to protect Section One Scope language. AFA-CWA, along with ALPA and the Transportation Trades Department (TTD), are working to fight the erosion of U.S. jobs on the legislative front, as well. Key members of Congress are supporting this endeavor with the introduction of legislation to protect workers when airlines partner to create joint venture arrangements. As reported by United Airlines AFA-CWA, the issue is complex, but generally encompasses the larger issue of outsourcing associated with anti-trust immunity. It also addresses current problems stemming from the United/Aer Lingus joint venture.

As always, we applaud any business arrangement that gives our employer a greater financial advantage, which will feed into the world class contract we deserve. In turn, we seek every legislative advantage and contractual protection to uphold stability for our careers, in the face of such global alliances. Quality of life begins with keeping your job.