



Interoffice Memorandum

TO: All U.S. Flight Attendants

FROM: SuzAnne Balzer, Director – Contract Administration

DATE: June 30, 2008

RE: Northwest Announces SLIP Leave Opportunity for Flight Attendants

In response to extraordinary fuel cost increases, Northwest will reduce its mainline capacity (domestic and international) in the fourth quarter of 2008 by as much as 8.5 to 9.5 percent compared to the fourth quarter of 2007. As Flight Attendant staffing projections are tied directly to the operating level, this schedule reduction effectively creates a surplus of Flight Attendants.

In an effort to appropriately reduce costs while avoiding or reducing the potential need for involuntary furloughs, Northwest will offer a Special Leave Incentive Program (SLIP).

The following are details:

Eligibility

Any Flight Attendant who is projected to be on active payroll at the commencement of the leave is eligible.

Duration

A SLIP leave program commencing on August 30, 2008, with a choice of the following:

- 9-month leave (August 30, 2008 – the end of the May 2009 bid period)
- 6-month leave (August 30, 2008 – the end of the February 2009 bid period)
- 3.5-month leave (August 30, 2008 – December 15, 2008)

First, the 9-month SLIP leaves will be awarded first in seniority order by base to the maximum available. Second, the 6-month SLIP leaves will be awarded in seniority order by base to the maximum available. Third, the 3.5 month SLIP leaves will be awarded in seniority order by base.

The number of leaves by duration and by base has not yet been finalized.

Cancellation

The Company may cancel the SLIP leaves with seven (7) days advance notice.

A Flight Attendant may not cancel the SLIP leave once awarded.

Transition Patterns and Vacation

At Company option, Flight Attendants who are awarded SLIP leaves and have flights scheduled to begin in August and end in September 2008 may have the August pattern removed. Should this occur, pattern guarantee will not apply to the dropped pattern.

Any vacations scheduled to be taken during the duration of an awarded SLIP leave during 2008 will be paid-off in the Flight Attendant's first paycheck of January 2009 at the rate of pay applicable during the period the vacation was originally scheduled.

Benefits

The SLIP leaves will include the following benefits:

1. Company-paid medical, dental and life insurance coverage in effect at the time leave is granted will be continued as if the participant had remained on active payroll. Long-Term Disability (LTD) coverage will not be continued during the SLIP leave.
2. Participants will receive pass travel benefits as if they were on active payroll with the exception of no travel on off-line carriers. Travel on Mesaba, Compass and Pinnacle is permitted while on a SLIP leave. Jumpseat travel is not permitted.
3. Time spent on SLIP leave will be treated as active payroll time for the purposes of the Flight Attendant's seniority date, longevity date for pay purposes, SIV dates and pension credit for vesting service.
4. Participants will accrue sick and vacation hours during the SLIP leave. The accrued vacation and sick hours will be added to your bank upon your return from leave.

For purposes of unemployment compensation, a participant will be reported to the applicable state unemployment office as being on "voluntary leave of absence in lieu of layoff of junior employee" and the Company will not contest any award of unemployment compensation made to the participant by the State.

Bidding Process

In order to submit a bid for a SLIP leave, take the following steps:

- From the CENTRY main menu select "Company Leave."
- Under the SLIP Leave heading, place an "X" in front of each duration of SLIP leave you are willing to have awarded to you.
- Record your bid via Record/F2. You will receive a confirmation number.
- Exit the system.

You may mark any combination of the three SLIP leaves but will not have an opportunity to rank order them in terms of preference. An "X" in front of a SLIP leave merely indicates you are willing to take that duration of leave if it is available at your seniority at your base. Remember that 9-month SLIP leaves will be awarded first, the 6-month leave will be awarded next, and the 3.5-month leave will be awarded third.

In some cases, there may be a sufficient number of 9-month leave bidders that there will not be any leave time remaining for the 6-month or the 3.5-month leave bidders. Similarly, there may not be sufficient 9-month or 6-month SLIP leaves available at your base at your seniority, but there may be sufficient 3.5 month leaves available, so please bid accordingly.

Bid Opens: Monday, June 30, 17:00 CDT

Bid Closes: Sunday, July 13, 2008, 23:59 CDT

Awarding Process

Bids for a SLIP leave will be awarded in seniority order by base up to the number of leaves available at each base.

9-month leaves will be awarded first (up to the number available at the base).

6-month leaves will be awarded second (up to the number available at the base).

3.5- month leaves will be awarded third (up to the number available at the base).

Award Dates: By Wednesday, July 16, 17:00CDT

Notification of Award

You will be notified by OWA E-mail if you are awarded one of these leaves. If you are awarded a SLIP leave, please retain the e-mail for your records as it may be used in an application for unemployment.

Training

Per Section 11.E.1. of the *Flight Attendant Agreement*, all Flight Attendants, including those on leave status, are required to maintain training qualifications by attending Annual Recurrent Training (ART) and any other FAA-mandated training. Please be sure to complete Annual Recurrent Training during your normal training month. Neglecting to complete your training as required may result in the cancellation of your SLIP leave.

Miscellaneous

You are required to keep current contact information on file while on SLIP leave. You may also be contacted from time-to-time for business related purposes.

Please consider this information carefully before submitting your interest.

Thank you for your consideration of the SLIP program.