



February 18, 2009

Dear Fellow Flight Attendants,

Many of you have recently asked why our Northwest AFA Seniority Committee did not participate in the seniority research and recommendations announced by Delta's Seniority Integration Committee. I hope this letter not only explains our position, but more importantly, I hope it illustrates how the NEW Delta executives (mostly comprised of our former NWA executives) are trying to usurp our collective bargaining power and deny us the ability to achieve an industry leading contract for flight attendants at the world's largest airline.

Delta executives are attempting to move the issue of seniority integration to the front burner in direct conflict with the process typically used in our industry. The process used in our industry calls for specific steps which (historically) look like this:

1. Resolve representation issue between the combined group (if one exists).
2. Negotiate a combined contract (typically a 'fence agreement' remains in place during the negotiations process; keeping the workers separate until a combined contract is reached).
3. *After a contract is reached*, the employees' union then hands management a combined seniority list, which the members resolved without interference by management.

The reason this process of steps is important is because it gives us, as employees, leverage to get the best possible contract before we turn our combined seniority list over to management for them to integrate operations. For example, we only need to look at the recent contract reached by the ALPA represented pilots at the NEW Delta to see how well it worked for them. Keep in mind that the DAL/NWA pilots did not have to contend with the first step above ("Resolve representation issue...") as both groups already were represented by the same union. The fact that it only took a few months for the pilots to reach a contract should tell you how important this leverage actually was to their negotiations; their seniority issues were resolved *after* their deal was reached. I believe we deserve the same opportunity and I hope you agree.

Having explained this, I want to assure every Northwest and Delta flight attendant that we do not dismiss the work that the Delta Seniority Integration Committee has done and we are pleased that it appears their position is consistent with the 'date-of-hire' policy that we maintain in our AFA Constitution. We view this as a positive step and I relayed that in a message to Mark Clarke, Chair of the Delta SIC. On the other hand, I was disappointed in the anti-union statements put out by Joanne Smith (Senior Vice President IFS) in which she perpetuates the myth that we are somehow not interested in working with our counterparts at Delta. Nothing could be further from the truth.

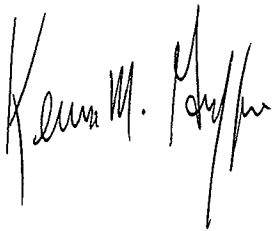
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As a veteran of our industry, Smith surely knows how this process usually takes place and she is aware that Delta is using the issue of seniority integration *out of turn* and as part of an overall employer campaign against representation. That is an unfortunate reality that we must all recognize and we expect a much more aggressive campaign as we move toward having an election.

I also take issue with Smith's statement that "Seniority integration is perhaps the biggest issue for flight attendants in a merger." While our seniority is vitally important, I would counter with this: Seniority means little without an enforceable contract. In our NWA contract, the word *seniority* appears 351 times and each time that word appears, the language surrounding it is legal and enforceable. I would also counter that industry-leading pay, benefits, pension, and job protections are just as important to each of us as our seniority. A seniority number does not help us in the unemployment line, when we pay our mortgage, when we require medical treatment, or when we are planning our retirement. It is important for us to remember this when our executives try to take our attention away from our goal of obtaining the best possible flight attendant contract.

Once again, we applaud our flying partners at Delta who have worked on their recommendation for a 'date-of-hire' seniority, and look forward to working with them as one great global airline. Most importantly, we look forward to working with them to raise the bar to industry-leading levels of pay, benefits, and job security.

In Unity and for a Better Future,

A handwritten signature in black ink, appearing to read "Kevin M. Griffin". The signature is fluid and cursive, with the first name "Kevin" being the most prominent.

Kevin M. Griffin, President  
Northwest Airlines Master Executive Council  
Association of Flight Attendants-CWA