

What's New in 2010? Not our Contractually Defined Payday . . .

Your AFA Officers continue to field questions generated by Delta's confusing "What's New in 2010" e-mail. Please note the Company's blanket memo regarding payroll frequencies, absence management, uniform replacement and other administrative changes for the new year was sent to *all* Delta work-groups on both sides of the merger--not just PMNW Flight Attendants. It attempts to address issues for both contract *and* non-contract employees, in the air and on the ground, within the same document.

As the "What's New" memo mentioned, not all changes in benefits, processes and policies are applicable to all employees. In fact, for PMNW Union-represented employees, including Flight Attendants, not much is really changing beyond a few behind-the-scenes procedures.

Here's the pared down scoop based on this week's most frequently ask questions:

Payroll Frequencies and Conversion

Q. I heard they are going to change the dates we get paid and maybe even swap the date we receive our big check. Is this true?

A. No. Pre-merger Northwest Flight Attendants will continue to be paid on the 13th and 27th of the month, per our contract, Section 25.G. The "big check" or "Month End Settlement Check" will remain on the 13th, and the "First Half Advance Check" will remain on the 27th, as in the past. Pay dates have changed or are changing for other work groups, but not for PMNW Flight Attendants. Our paychecks may look slightly different as payroll transitions to Delta systems, but they will retain the same components with which we are already familiar.

Absence Plans and Absence Approval

Q. I read we changed to Delta's Paid Personal Time (PPT) system, but that's not fair! I had a lot of time saved in my sick bank. And now they want us to call this Sedgwick company if we're sick for more than a week?!? What gives?!?

A. **Contractually-provided Sick Leave (including bereavement pay) for PMNW Flight Attendants has NOT changed in any way, and your banked sick time remains intact, per CBA Section 15.** The 'What's New' memo was addressing PPT as it relates to merit employees, non-contract employees and flight dispatchers only. Your contract protects sick leave accrual and provides guidelines for medical documentation, if required.

Uniform Points

Q. Are we using a point system for uniform replacement now? I ripped my pants on the jumpseat, but don't know anything about points.

A. No! PMNW Flight Attendants are protected by the uniform replacement provisions negotiated in our contract, and are not required to save up points for new pieces. Complete contractual uniform guidelines can be found in Section 19 of the CBA, and Section 19.F addresses Replacement Uniforms. The "What's New" memo addressed a point system utilized by PMDL Flight Attendants only.

Benefit Coverage Elections

Q. I thought the January 1 insurance changes wouldn't affect me if I didn't change my medical plan, but the 'What's New' memo

says everyone has the same insurance administrator. Who's right here?

A. The 'What's New' memo is correct in stating that medical benefits for all work groups and plans are now administered by the same administrator, United Health Care. During Open Enrollment, the Company offered a variety of plans with various features and price points, including our contractual PPO Plan B. The specific provisions for our contractual plan, including maximum out-of-pocket expenses, pre-set deductibles and prescription co-pays, and greater age limits for eligible children are detailed in the CBA Section 29. The Company chose UHC to administer the plan, however.

United Health Care offers different networks and in some areas, fewer mainstream doctors and lower end medical facilities than previously provided by BlueCross BlueShield. Your NWA-AFA officers continue to receive complaints about apparent decreases in available coverage, as many long-time medical providers are disinclined to accept—or even bill—UHC. As always, please share such situations and concerns with us at mec@nwaafa.org. We continue to advocate for the best possible coverage with a restored list of network providers.