

con•tract (kon´trakt), *n.*

1. an agreement, especially one concerning employment, that is enforceable by law.
2. an agreement between two or more parties for the doing or not doing of something specified.

pol•i•cy man•u•al  
(pol´i see man´yoo el), *n.*

1. a book giving instructions for a definite course of action adopted by a ruling party for the sake of expediency, facility, etc.

**Contract...  
policy  
manual...**

**...what's the  
difference?**

**O**ur contract is a legally enforceable document, amendable only by agreement between Northwest Airlines and AFA-CWA. Delta's policy manual may be changed at any time and in any way by management, without flight attendant input or consent. Our contract contains scope and successor language; Delta's policy manual has no such protection. Our contract includes grievance and arbitration processes for scheduling errors, unequal treatment, undue discipline and wrongful termination; Delta's policy manual has no legally binding grievance process.

**If these facts aren't reason enough to want to protect our union representation, our bargaining rights and our contract, see the reverse side of this card for more.**



Northwest Airlines Master Executive Council  
Association of Flight Attendants-CWA, AFL-CIO  
501 Third Street, NW  
Washington, DC 20001

Delta Air Lines flight attendants are not represented by a union. **If Delta flight attendants win their upcoming representation election**, they will then be represented by our union. If there is a merger, the combined group would be represented by AFA-CWA. At Northwest, **we would retain our bargaining rights, our union and our contract.**



We could begin seeking improvements immediately to our current agreement under a combined Delta/Northwest contract.

**If they do not win this election**, there will be a second election for the combined workforce. **If we were to lose this second election we would lose our union representation, our contract and our bargaining rights immediately.**

What would life be like with no union and no contract? What is the difference between our contract and Delta's policy manual?

## Domestic Duty Limitations

**T**here are no contractual limits at Delta. The policy manual defaults to Federal Air Regulations (FARs). FAR Section 121.467(b)(2) allows for domestic duty periods to be *scheduled* up to 14:00 with 9:00 rest (rest which may be reduced to 8:00). Northwest AFA-CWA's legally binding contract (Section 5.A.6. through 5.A.8., Hours of Service - Domestic) only allows *scheduled* duty periods of 13:00, with rest of at least 9:00. Rest is increased if scheduled flight time exceeds 8:00.

Further, if a duty period begins between 2200 and 0500 base local

time, the most we can be scheduled for under our contract is 12:00 release to report. (Please see section 5.A.5. of our contract for High Value or High Density Turns.) Delta's policy manual makes no such distinction for night flying.

If we *choose* to fly beyond the limits described above, we will receive increases in compensation (see Section 5.A.6.b.). If our duty limitations in Section 5.A.6. were increased by scheduling *without our consent*, we could file a grievance and receive time and one-half for hours flown in error, unlike at Delta, where there is no legally binding grievance process.

**Delta executives have imposed working conditions with the longest duty time and least rest allowed by the FAA for domestic flying.**

**Our negotiated, legally enforceable workrules are superior.**

---

**Stay unified.**

**Remain informed.**

**We are**

***better together!***

---

Visit our website, [nwaafa.org](http://nwaafa.org), to sign up for weekly updates.

Call **888-3NWA-AFA** to hear hotline messages.

Join our **IMPACT** team and help us spread the word.