

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?**

Our 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 a merger is approved, 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?

Discipline

Delta Air Lines may discipline or terminate flight attendants for any reason (or no reason) at any time. This is because Delta flight attendants are "at will" employees – they have no contractual right to representation or grievance filing in a dispute, since they do not have a collective bargaining agreement that includes these protections.

Delta management's policy manual **does not** allow anyone else to attend a meeting with a flight attendant that could result in discipline.

Our contract contains a legally binding grievance and arbitration process that protects flight attendants.

Delta's policy manual has an "open door" system for disputes. Some flight attendants call it management's "open door...to the street" policy.

By contrast, Northwest flight attendants have a contractual right to union representation at any meeting with a manager which may result in discipline (see Section 21 – Personnel Related Matters). In the event a Northwest flight attendant disputes the discipline resulting from such a meeting, the situation may be remedied through **contractually negotiated** grievance procedures including binding arbitration before an independent arbitrator.

**Stay unified.
Remain informed.**

**We are
better together!**

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