

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 a Delta/Northwest merger is approved by the Department of Justice, the National Mediation Board will call a representation election for the combined group of flight attendants. That vote will determine whether AFA-CWA represents flight attendants at the merged carrier.

If we win that election, we would retain our bargaining rights, our union and our contract.



We would begin seeking improvements immediately to

our current agreement, under a combined Delta/Northwest contract.

If we lose that 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?

Personnel File

Management is not required to give Delta flight attendants a copy of any letters in the employment file or to allow a flight attendant to see a complaint letter. Discipline and derogatory letters stay in this file at management's discretion.

Before any complaint letter is placed in our employment file, our Northwest AFA-CWA contract (Sec. 21.C.4.) states that we must be clearly identified, given the opportunity to read the letter and provided the name of the person writing it.

Section 21.C.5. of our

contract (Duration of Disciplinary Records) limits to 24 months "disciplinary records or correspondence of a derogatory nature" in our employment file under most circumstances. We may "attach...comments to any observation or evaluation report" contained in that file. When such records are scheduled to be removed from the file, they become the property of the flight attendant. We may inspect our employment file with a union representative present.

Secret disciplinary records? Our contract gives us legal access to our files.

**Stay unified.
Remain informed.**

**We are
better together!**

Visit our website, nwaafa.org, to sign up for weekly updates. Call **888-3-NWA-AFA** or **800-424-2401x170** for hotline messages. Join our **IMPACT** team online and help us spread the word.