

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?

Seniority List At Delta, the seniority list is not posted and flight attendants only have access to see the list with a manager present. At Northwest AFA-CWA, Section 20 (Seniority) of our contract is an important provision many of us take for granted.

We have a contractual right to challenge the seniority list when updated twice annually. If a merger is approved, accurate seniority on our list will be critical, as will the work of our AFA-CWA merger representatives when compiling data for an integrated list.

Bidding for vacation, monthly schedules, positions on our trips—all are governed by our place on the seniority list. If we are denied a scheduling request, we can dispute the results by checking the trip awards according to seniority.

At Delta, if a junior flight attendant is given a trip that a more senior flight attendant should have been awarded, there is no legally binding grievance process to remedy the error.

Delta management controls the seniority list. Our seniority list is our own.

**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.