

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?

International Duty Limitations Delta's policy manual defaults to Federal Air Regulations (FARs). Specific Regulatory Requirements (SRRs) for international duty allows for Delta flight attendants to be *scheduled* up to 16:00; Northwest's AFA-CWA contract for similar "non-extended duty" flying permits only 13:00 scheduled/15:00 actual.

If we exercise our contractual right to fly beyond the 15:00 limit, we receive increases in compensation – from one and one-half to three times our hourly incentive rate for all flight

Delta executives have imposed working conditions with the longest duty time allowed by the FAA for international flying.

Our negotiated, legally enforceable workrules are superior.

hours flown in excess of 16:00 (see details in Section 5.B.5.b.). "Extended duty flying" in our contract is a scheduled on-duty period greater than 13:00; additional compensation applies when the *actual* on-duty period extends beyond 16:00.

Under Delta's policy manual, flight attendants are encouraged to exceed these limits, but without increased compensation.

If our contractual duty limitations were violated by scheduling, we could file a grievance and receive as a remedy time and one-half for hours flown in error.

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.