

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.

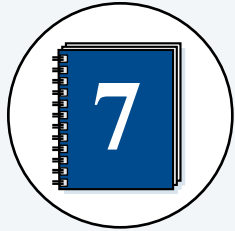
**If these facts aren't reason enough to want to protect our union representation, our bargaining rights and our contract, see the reverse side of this card for more.**



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 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?

## Minimum Duty Period Credit vs. Averaging

**A**veraging of duty periods often results in a loss of credit and pay—that's why our union fought so hard to restore the **4:15 minimum** day, which was lost briefly when contract terms were imposed by the U.S. Bankruptcy Court. Northwest pushed again for pattern averaging in our current contract (to save over \$1M per year) but AFA-CWA prevented this blow to our credit hours.

Delta flight attendants have minimum duty period averaging in their policy manual. Without a union negotiating better working conditions, Delta crews routinely

lose credit hours due to pattern averaging (see the archived 8FEB08 hotline message on our website for a detailed example).

The Delta policy manual exempts averaging for duty periods consisting solely of deadhead segments. With a planned 9%+ reduction in our scheduled flying, we may be deadheading more on Northwest and its subsidiaries. Sections 5.A.9.a.(3). and 5.B.10.a.(3). of our AFA-CWA legally binding contract provides a 4:15 minimum duty period credit, even while deadheading.

**Averaging causes Delta flight attendants to lose credit hours, keeping overall pay lower. Our contractual minimum duty day is better.**

**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** or **800-424-2401x170** for hotline messages. Join our **IMPACT** team online and help us spread the word.