

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?

Jury Duty Pay and Credit

Our Northwest AFA-CWA contract provides credit for patterns lost due to jury duty (JD) in Section 18.G. – Leaves of Absence.

If a flight attendant fulfills the JD notification requirements, s/he will receive "pay and credit for the scheduled value of any pattern(s) that operate **wholly** within the period of jury duty," or "4:15 for each day of a pattern that **partially** falls within" JD (pay and credit subject to time available [TA] provisions).

Since Delta flight attendants **don't have minimum duty**

Being docked pay and credit for jury duty service? That ought to be a crime.

Our contract provides full pay and credit for patterns lost to jury duty service.

period credit (4:15 days), the policy manual only provides "2:45 per calendar day on a day for day basis for all affected trip days or access (reserve) days."

DAL's policy manual limits paid jury/court service to 15 days cumulative; there is no limit in our contract.

A NWA and DAL FA each have a **30:00 trip operating MON-FRI**. Jury duty is required MON-WED. The NWA FA will receive **pay and credit of 30:00**, provided TA obligations are fulfilled THU-FRI. A DAL FA will receive **only 13:45** at 2:45/day, **a loss of 16:15**.

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.