

LETTER 41

Subject: Split Line Program
Reference: Letter of Agreement 21

LETTER OF AGREEMENT

between

NORTHWEST AIRLINES, INC.

and

FLIGHT ATTENDANTS

in the service of

NORTHWEST AIRLINES, INC.

as represented by

ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO

This AGREEMENT is entered into by and between Northwest Airlines, Inc, a Minnesota Corporation (the "Company") and the Flight Attendants in the service of Northwest Airlines, Inc., as represented by the Association of Flight Attendants – CWA, AFL-CIO (the "Union").

WHEREAS, during contract negotiations, the Union and the Company expressed interest in the establishment of a "Split line" program in order to increase schedule variability by giving Flight Attendants the ability to bid and fly fewer hours yet maintain full time status

WHEREAS, current Flight Attendant staffing overage can be addressed by a "Split line" program,

NOW, THEREFORE, it is agreed that:

A. Split Lines - Definition

1. This program shall allow for a Flight Attendant who is able to hold a Split line to bid for and be awarded a reduced line of flying during the PBS bidding and award process.
2. Split lines may be offered in various durations of six (6) months, three (3) months, or one (1) month, depending upon operational needs.

3. This program shall be offered on a voluntary basis and shall be awarded only to Flight Attendants who bid for this option.

B. Eligibility, Bidding and Awarding of Split Lines

1. All Flight Attendants eligible to bid in accordance with Section 6.B.2. at a base where Split lines are available shall be eligible to participate.
2. The initial award for Split lines shall be based on the seniority of each Flight Attendant and shall be granted in seniority order within each base, except that the Company may elect to award longer duration Split lines prior to shorter duration Split lines.
3. When available, the Company shall process awards for Split lines in the following order:
 - a. Long Term SLIP (Special Leave Incentive Program) or CCLs (Company Convenience Leave(s));
 - b. Long Term Split lines with durations of three (3) or six (6) months;
 - c. Month-to-month CCLs;
 - d. Month-to-month Split lines.
4. When available, bidding for Split lines and CCLs shall be offered concurrently, in order that Flight Attendants may elect to bid for more than one (1) option. However, awards shall be in the order specified in subparagraph B.3., above.
5. The bid deadline to bid for a month to month Split line shall be the same as that for month to month CCLs. Deadlines for longer term Split lines shall be determined by the Company. However, as much notice as practical shall be given for each longer term offering.
6. Split lines shall be awarded and posted concurrently with month to month CCLs.

C. Bidding and Processing of Split Lines through PBS

1. A Flight Attendant who has been awarded a Split line may bid for and shall be awarded a reduced line of flying or line of reserve through PBS.
2. A Regular Flight Attendant who has been awarded a Split line shall be credited and pre-blocked for PBS bidding with a "blind credit" of one half (1/2) of the month's EBLA that has been established at his/her base. (e.g. if the EBLA is eighty hours (80:00), the "blind credit" is forty hours (40:00). He/She may bid for and shall be awarded pattern(s) to complete a line of flying, based upon his/her seniority.
3. A Reserve Flight Attendant who has been awarded a Split line shall be credited and pre-blocked for PBS bidding with a "blind credit" of forty hours (40:00).

He/She may bid for and shall be awarded nine (9) days of Reserve availability, based upon his/her seniority, subject to the provisions of Section 7.H.8. of the Northwest Flight Attendant Agreement.

D. Line Adjustments

1. Flight Attendants who have been awarded their PBS Split line awards shall have the ability to adjust their lines, in accordance with the provisions of Section 6 and Section 7 of the Northwest Flight Attendant Agreement.
2. A participant in the Split line program whose actual credited hours in a month is less than seventy hours (70:00) shall have his/her vacation and sick leave accruals prorated, in accordance with Section 10.A.3. and Section 15.B.6. of the Northwest Flight Attendant Agreement.
3. Unless otherwise specified, all other provisions of the Northwest Flight Agreement shall apply.

E. Compensation and Benefits

1. Each Flight Attendant shall be compensated at his/her individual rates of pay, and all applicable compensation and expense provisions of Section 3 and Section 4, including Pattern Guarantee and Reserve Guarantee, shall apply.
2. Regular lineholders shall be Pattern Guaranteed for all patterns as awarded through PBS, or as adjusted per the Northwest Flight Attendant Agreement.
3. Reserve lineholders shall be Pay Guaranteed to forty hours (40:00), or as adjusted per the Northwest Flight Attendant Agreement.
4. A Flight Attendant participating in the Split line program shall have a portion of the company contribution to the medical and dental plans deducted from his/her paycheck, if applicable. Such amount shall be fifty percent (50%) of the actual portion paid by the Company.
5. Paychecks for participants shall be issued in accordance with the Northwest Flight Attendant Agreement and all deductions, including those for insurance noted in subparagraph E.4., above, shall be deducted.


F. Review and Oversight of the Split Line Program

Review and oversight of the Split line program shall be provided by the PBS Support Team under the terms established in Letter 15 (Preferential Bidding System) of the Northwest Flight Attendant Agreement.

Agreed to on this 2nd day of September, 2009

FOR NORTHWEST AIRLINES, INC

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS – CWA, AFL-CIO


Michael J. Becker
Executive Vice President
& Chief Operating Officer - NWA

Patricia A. Friend
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