

(JULY, 12, 1956)

AMENDMENT TO AGREEMENT

between

NORTHWEST AIRLINES, INC.

and

THE AIRLINE FLIGHT PURSERS,  
THE AIRLINE FLIGHT SERVICE ATTENDANTS,  
and  
THE AIRLINE STEWARDESSES

in the service of

NORTHWEST AIRLINES, INC.

as represented by

THE AIR LINE STEWARDS AND  
STEWARDESSES ASSOCIATION, INTERNATIONAL

This Agreement is made and entered into this twelfth day of July, 1956, by and between Northwest Airlines, Inc., and the Flight Pursers, Flight Service Attendants, and Stewardesses in the service of Northwest Airlines, Inc., as represented by the Air Line Stewards and Stewardesses Association, International.

The parties hereto mutually agree as follows:

The Agreement between the parties hereto entered into on May 3, 1951, as amended, covering Pursers, Flight Service Attendants and Stewardesses is further amended as follows:

- 1. Amend Section 2, paragraph (e), to read as follows:

"Month" means the period from and including the first day of, to and including the last day of each calendar month of the year. Where a cabin attendant is scheduled to begin his section of a flight during one calendar month but due to delays he does not actually begin his section of such flight until the next calendar month, the date on which he was scheduled to begin his section of the flight shall be considered the date on which the flight was made and to which all time for pay and flight time credit purposes shall be credited.

- 2. Amend Section 3, paragraph (a), Flight Pursers, to read as follows:

Flight pursers shall be paid minimum monthly base salaries as follows:

1st 6 months of service as a flight purser	\$329.00
2nd 6 months of service as a flight purser	339.00
3rd 6 months of service as a flight purser	359.00
4th 6 months of service as a flight purser	374.00
5th 6 months of service as a flight purser	389.00
6th 6 months of service as a flight purser	394.00
7th 6 months of service as a flight purser	404.00
8th 6 months of service as a flight purser	419.00

3. Amend Section 3, paragraph (b), Flight Service Attendants and Stewardesses, to read as follows:

1. Domestic Division

Flight service attendants and stewardesses shall be paid minimum monthly base salaries as follows:

1st 6 months of service as a flight service attendant or stewardess:	\$212.50
2nd 6 months of service as a flight service attendant or stewardess:	222.50
2nd year of service as a flight service attendant or stewardess:	242.50
3rd year of service as a flight service attendant or stewardess:	273.50
4th year of service as a flight service attendant or stewardess:	288.50
5th year of service as a flight service attendant or stewardess:	298.50
6th year of service as a flight service attendant or stewardess:	303.50
7th year of service as a flight service attendant or stewardess:	313.50

2. International Division

Flight service attendants and stewardesses shall be paid minimum monthly base salaries as follows:

1st 6 months of service as a flight service attendant or stewardess:	\$248.50
2nd 6 months of service as a flight service attendant or stewardess:	258.50
2nd year of service as a flight service attendant or stewardess:	278.50
3rd year of service as a flight service attendant or stewardess:	293.50
4th year of service as a flight service attendant or stewardess:	308.50
5th year of service as a flight service attendant or stewardess:	318.50
6th year of service as a flight service attendant or stewardess:	323.50
7th year of service as a flight service attendant or stewardess:	333.50

4. Amend Section 3, paragraph (d), to read as follows:

In addition to the rates of compensation set forth in (a) and (b) of this section, each flight purser, flight service attendant, and stewardess shall be paid hourly flight pay of \$2.75 per hour for each hour flown in excess of sixty-eight (68) hours and up to and including seventy-five (75) hours in any month, and \$3.00 per hour for each hour flown in excess of seventy-five (75) hours in any month.

5. Delete Section 3, paragraph (e), from the Agreement in its entirety.
6. Reletter Section 3, paragraph (f) to paragraph (e), paragraph (g) to paragraph (f), paragraph (h) to paragraph (g), and paragraph (i) to paragraph (h).
7. Amend Section 4 to read as follows:

When a check attendant or supervisor acts as a cabin attendant on a scheduled or extra section flight, thereby displacing a cabin attendant who would have been assigned to such trip, such cabin attendant shall receive the flight time credit for pay purposes.

8. Amend Section 7, paragraph (c), to read as follows:

In addition to the vacation allowances specified in paragraph (a) of this section, cabin attendants who have completed ten (10) years of service with the Company shall receive additional vacation at the rate of seven twelfths (7/12) of a day for each full month of service between his employment anniversary date and the next ensuing January 1 and thereafter shall receive seven (7) additional days of vacation per year for each full year of service after ten (10) years as a cabin attendant.

9. Amend Section 8, paragraph (d), to read as follows:

An employee who is laid off because of reduction in force shall retain intact sick leave credit for a period not to exceed one (1) year from date of layoff. If such employee returns to the service of the Company within that period, the sick leave credit which he will then begin to earn shall be added to such previously accrued sick leave credit. If such employee does not return to the service of the Company within the one (1) year period, the accrued sick leave credit shall be cancelled and if he returns subsequently, his sick leave credit shall begin to accrue as of the date of his return. An employee on extended leave of absence shall retain all accrued sick leave credit.

10. Amend Section 9, paragraph (c) 6., to read as follows:

When an employee assigned to the International operation is required to lay over at a layover station in excess of thirty-six (36) hours, he shall receive flight time credit of one (1) hour for each six (6) hours or fraction thereof that the actual layover is in excess of thirty-six (36) hours. The provisions of this section shall not apply at turnaround stations except that it will apply at Anchorage when an employee is at his scheduled turnaround point if Anchorage is an enroute stop on the flight he flies in on, or is an enroute stop on the flight he flies out on. The layover payments provided for herein shall not apply to those layovers where the employee involved arrives at or departs from the stations as a member of a cabin crew consisting of three or more cabin attendants, except at the stations of Shemya and Cold Bay, where employees under this Agreement shall be eligible to receive layover payments.

11. Amend Section 12 to read as follows:

In the event Northwest Airlines, Inc., purchases, absorbs or merges with another airline, or disposes of its operations as a whole, the Flight Purser-Flight Service Attendant System Seniority List and the Stewardess System Seniority List of Northwest Airlines, Inc., and of the other company or companies involved, shall at such time be determined by agreement between the representatives of the respective employees' groups involved, and the Company's recommendations will be considered.

12. Amend Section 13 to read as follows:

Any employee covered by this Agreement shall forfeit his seniority rights upon resignation or discharge from a classification covered by this Agreement except that flight pursers, flight service attendants or stewardesses authorized by the Company to transfer to another position within the Company at their own request, will retain, for one (1) year after the date of transfer, seniority accrued to the date of transfer, and thereafter they shall lose all cabin attendant seniority and their names will be removed from the seniority list.

13. Amend Section 16, paragraph (b), to read as follows:

When it becomes necessary to furlough employees due to a reduction in force, at least two (2) weeks notice of such reduction will be sent by certified mail, to all employees to be laid off, to their last address filed with the Personnel Department, except that no advance notice need be given when there are circumstances beyond the Company's control.

14. Amend Section 21 to read as follows:

Trips may be exchanged between qualified employees with the concurrence of the crew scheduling unit. All requests for such trades must be made on or before the day preceding the day of the departure of the trip involved and in no case after 11:00 a.m. on said day.

15. Amend Section 26 to read as follows:

No employee employed in the regular scheduled service of the Company shall be required to pay for training required or conducted by the Company.

16. Amend Section 9, paragraph (b) 2., to read as follows:

Any or all employees authorized to remain with passengers in excess of one hour prior to flight departure or following flight arrival shall be paid \$1.50 per hour for each hour in excess of the first hour. An employee shall be given a fifteen (15) minute rest period for every two (2) consecutive hours that the employee is required to remain on the airplane with passengers.

17. Amend Section 38 to read as follows:

This Agreement shall become effective on the date of signing, except that the provisions of Section 3, Compensation, shall become effective July 1, 1956, and shall continue in full force and effect through December 31, 1957. This Agreement shall renew itself without change until each succeeding December 31 thereafter, unless written notice of intended change is served in accordance with Section 6, Title 1, of the Railway Labor Act, as amended, by either party hereto at least sixty (60) days prior to December 31 in any year thereafter.

18. It is agreed that the twenty-one (21) most senior stewardesses in the second year step of the domestic base salary scale as of July 1, 1956, and all flight service attendants in the employ of the Company on July 1, 1956, who are in the first six months, second six months, or second year steps of the flight service attendant domestic base salary scale, shall receive, in addition to the rates of compensation provided for in the Agreement, the sum of sixteen dollars (\$16.00) per month until each such flight service attendant and stewardess has advanced to the third year step of the domestic base salary scale for the flight service attendant and stewardess classifications. When each employee herein described has advanced to the third year step of the domestic base salary scale for his classification, the sixteen dollar (\$16.00) per month payment shall be discontinued and such employee will thereafter be paid in accordance with the applicable provisions of the Agreement, as amended.

19. Employees having an employer-employee relationship with the Company on the date of the signing of the Agreement shall be paid retroactive compensation for each month during which such employees were on the active payroll at least one-half of the month, in accordance with the following schedule:

January 1, 1955, through June 30, 1955	\$ 5.00 per month
July 1, 1955, through December 31, 1955	7.50 per month
January 1, 1956, through June 30, 1956	10.00 per month

20. The foregoing represents a full, final and complete settlement of all of the issues between the parties hereto as set forth in their respective opening letters and as included in National Mediation Board Case A-4962, except as qualified and remaining open by the terms of the Mediation Agreement, signed July 7, 1956, as it relates to the unsettled foreign national issue.

IN WITNESS WHEREOF, the parties hereto have signed this Amendment to Agreement this twelfth day of July, 1956.

For  
NORTHWEST AIRLINES, INC.

Witness:

[Handwritten Signature]

Linus E. Gifford  
Vice President-Personnel

Frank C. Jones  
Vice President-Operations & Eng.

For  
AIR LINE STEWARDS AND STEWARDESSES  
ASSOCIATION, INTERNATIONAL

Witness:

Jan Heisler

[Handwritten Signature]  
President

Gene Walker  
James Rafferty  
A. F. Riggle