

NWA-AFA MEC GRIEVANCE UPDATE

April 9, 2010

Your MEC Grievance Committee, Officers, and Representatives are determined to protect your interests under the terms of our Agreement. We are always hopeful to resolve disagreements with the Company without need of a grievance. The company appears determined to force utilization of the grievance process, however, by way of their steadfast refusal to sit, discuss or negotiate meaningful settlements on your behalf. (Click [HERE](#) for more thorough explanation of the grievance process under the Railway Labor Act.) Please continue to let us know when you experience problems that you are unable to resolve. As always, we greatly appreciate your support.

Protecting Our Scope & Our Jobs – A Top Priority

Last month, as you know, AFA filed a [grievance](#) to enforce the [Scope provisions](#) of the NWA-AFA collective bargaining agreement. Under the Northwest Flight Attendant contract, disputes over Scope must be resolved in expedited arbitration within 60 days. Unfortunately, in direct violation of these agreed-to procedures, Delta announced it will ignore the contract and refuse to participate in a Scope arbitration. Instead, Delta has run to federal court to ask for permission to violate its own contractual promises and not arbitrate the Scope grievance.

AFA regrets Delta's action, but the Union will vigorously defend its position, and will seek an expedited resolution to this dispute. The Union's goal is to enforce its contract and protect PMNW and PMDL Flight Attendants by not allowing Delta to outsource flying –now or in the future.

Remember, the filing of this grievance and the Company's response will have no effect on flight attendant schedules. The legal process will play out over several months, and we will keep you apprised of any developments. For more information, check out Scope Hot Topics [HERE](#) and watch AFA's General Counsel Ed Gilmartin explain more about Scope [HERE](#).

This week, AFA once again [offered to sit down and resolve this dispute](#) with Delta. However, absent any willingness on Delta's part to work this out, AFA has filed an [answer and counterclaim](#) to the lawsuit Delta filed in federal court. We also filed to [move the venue](#) from New York to Washington D.C. Please visit the [MEC website](#) to review the complete filings with the federal court.

AFA Wins! Retiree Health Insurance Premiums Capped

Great news for retiree spouses covered by Delta PPO Option B health insurance! Your insurance premiums will now be reduced for 2010.

[AFA's grievance over the outrageous health insurance premium increase](#) for retiree spouses and same-sex domestic partners was scheduled for arbitration Tuesday of this week. On the eve of arbitration, Delta agreed to a grievance settlement, which will require them to follow the AFA Contract by limiting retiree health insurance premium increases to 7% from the previous year. All retiree insurance premiums that were increased beyond the 7% cap will now be fixed beginning in June 2010, and Delta will either credit or reimburse affected retirees for the overcharged premiums since January 2010.

Our ability to force this settlement would not have been possible without our Contract, which specifically states that for the Northwest Medical Plan premium increases are limited to a maximum of 7% each year. Even retirees need a Union contract!

No Money, Training for Free

This MEC grievance challenges the company's decision to incorporate two days of aircraft training (CQ) for free under the language of Section 11, referring to "16 hours of unpaid government-required training." The company's decision to make CQ unpaid violates the original intent of that language.

Special Checks for Payroll Errors

[This MEC Grievance](#) was filed over difficulty obtaining "special checks" following a company Payroll Error in excess of \$50 and lack of direct deposit. If you have been impacted by the company's failure to issue a special check within five days, per CBA 25.G.4, please contact your [Grievance Committee](#). Keep receipts and proof of all damages incurred as a result of the error, including finance charges or bounced check charges.

Better Serving Garment for BE

Readers may remember last week's announcement about our "vest grievance." To recap, we have heard that an award sustaining that grievance will likely be issued by Arbitrator Sylvia Stratek by month's end. The vest grievance challenges the company's decision to prohibit the wearing of a serving apron in Business Elite, while requiring

other designated outer garments, the most popular of which, the vest, must be purchased at Flight Attendant's expense. The grievance requested that the Company either allow Flight Attendants to wear the apron or be reimbursed for the purchase of the vest, currently an optional piece. Stay tuned for updates.

90-day Drug Supply Re-Established

Delta responded to a December 2009 MEC Grievance filed over their initial refusal to recognize the ability of our members who chose the Northwest Medical Plan PPO Option B to refill their prescriptions on a 90 day basis versus a 30 day basis. United HealthCare sent a letter to those of our members who order their specialty medications via MEDCO on a 90 day basis informing them that they continue to have the right to do so, and they issued a credit/refund to any of our members who overpaid for their prescriptions on that basis. [Read more...](#)

LOA 35 "Me Too" – Round 2

In response to recent inquiries regarding the status of the grievance filed over the new Delta pilot contract constituting a violation of LOA 35 ("me too"), you should know your Master Executive Council thoroughly reviewed and discussed this grievance at a recent MEC meeting that included all ten LEC Presidents, your MEC officers, and legal advisors. As a result of the discussion at that meeting, the MEC made the decision that this grievance be considered again at a later date, so we may devote our full attention and resources to the recently filed Scope grievance, which Delta is challenging in Federal Court. Please contact your LEC President or Local Council if you have any questions.