

“We are not in a position to provide identical pay increases without also bringing into alignment other parts of the Northwest contract that the union and Northwest negotiated as part of an overall package. . .there are a few components of the NW agreement that frankly would make the overall package more costly if they received the same pay increase, and as you know we cannot “cherry pick” only certain elements. The total pay and benefit package must be viewed holistically.”

~ Joanne Smith, IFS Blog (November, 2008)

## 2011 OPEN ENROLLMENT TO START THIS WEEK THE SCOOP

Open Enrollment for the 2011 benefit year will begin Wednesday, October 20th and run through Thursday, November 18th. Everyone’s medical needs are different, and only you can decide which plan is right for you and your family. It is important to remember that PPO Option B is the only medical plan covered in Section 29 of our contract, and the only plan AFA can contractually enforce and defend via the grievance process if problems occur down the road. The contract and non-contract options each provide different levels of coverage, different deductibles, and sometimes different providers, plan to plan. Take the time to do the research for your particular situation. Watch for more Open Enrollment information in your email later this week.

## AIM HIGHER AND SHARE YOUR ENTHUSIASM

Fifteen days and counting. . . we’re more than halfway there! The company thinks we deserve Industry Standard, but World Class Delta Flight Attendants are worth more than that. *Aim higher!* Did you already vote? Visit [www.deltaafa.org](http://www.deltaafa.org) and let us know. Need a duplicate ballot? Visit [www.deltaafa.org](http://www.deltaafa.org) to find out how. Want to see what your friends are saying? That’s right – visit [www.deltaafa.org](http://www.deltaafa.org). Add your voice to the growing chorus of support at [www.deltaafa.org](http://www.deltaafa.org). Remember, every vote matters – make your voice count!

**What’s the Scoop?** *My SLC-based friend says I probably won’t qualify for profit sharing because I’m on a Level for sick calls. She also said PMDL FAs don’t even get raises if they are on disciplinary probation. I told her she was crazy. Is she?*

**Here’s the Deal:** Sorry, we’re not qualified to diagnose your friend’s sanity. It is true, however, that Pre-merger Delta Flight Attendants on “Disciplinary Probation” are not eligible for salary increases, incentive-based compensation or leave programs. Pre-merger Northwest Flight Attendants receive contractually guaranteed profit sharing, and all other compensation, including annual pay step increases for 15 years and all other negotiated benefits according to our legally binding terms, regardless of individual performance. With a contract, temporary personal or professional difficulties have never stood in the way of our benefits, pay or bonuses. Go to DeltaNet and do a search for “Administrative Action Guidelines.”

**What’s the Scoop?** *On my last layover, I ran into a PMDL crew that is part of a Satellite base, and they all seemed to love it. One of them told me they have to call around to find their own replacement if they call in sick, though, and they can get kicked out of the base if they have a Late Report or customer complaint. They have some really cool Satellite bases, but something doesn’t sound right here. Was he exaggerating?*

**Here’s the Deal:** Delta operates an “Alternative Flying Program” or AFP with bases in Honolulu, San Diego, Seattle, Ft. Lauderdale, San Francisco, and Tampa. The concept is similar to PMNW Satellite bases, but

implementation of the program—which is largely performance based—is very different. So yes, AFP FAs are required to “self-manage” their own trip coverage, although we are told it varies some from base to base, depending on the manager. When transferring to an AFP/Satellite base, priority consideration is given to those with a spotless record who live within 75 miles of the base. If they are removed from the base for performance reasons, Delta can send them to any base that has openings. Go to DeltaNet and do a search for “Alternative Flying Program.”

## WHAT YOU'RE SAYING

*“Voting against representation is like the chickens voting for Colonel Sanders.”*

## HAVE YOU ACTUALLY READ DELTA'S POLICY MANUAL FOR YOURSELF?

Check out ADMINISTRATIVE ACTION GUIDELINES.

**DISCIPLINARY PROBATION: “Say What?!? No Raise? No bonus? No leave?”**

*“An [PMDL] employee is placed on formal disciplinary probation and issued a disciplinary probation letter if she/he fails to demonstrate sustained improvement after the issuance of a warning letter or commits an infraction serious enough to warrant a higher level of discipline. . .The probationary period is a minimum of six months, and the probation status will only be removed if the employee is performing satisfactorily in all aspects of performance and is otherwise in compliance with all company policies. . . A disciplinary probation letter is kept in the personnel file for the duration of the employee's career.*

These stipulations apply during the [PMDL disciplinary] probation period:

- Ineligible for salary increases
- Incentive-based compensation will be withheld until removal from probation
- Ineligible to bid for other positions within the company or department
- Ineligible for educational assistance
- Ineligible for extended leave of absence. . .”

**POLICY MANUAL EYE-OPENER II, “If you drop trips, you don't get WHAT..?”**

***“Annual Flying Requirement for Delta-Subsidized Healthcare Benefits and PPT***

You must work a minimum of 540 hours (an average of 45 hours per month) during the designated 12 month “look-back period” to be eligible for Delta-subsidized healthcare and PPT benefits during the following “benefits year.”

If you work less than 540 hours within the designated 12 month period look-back period, you will be responsible for the full cost of your healthcare benefits for the corresponding benefits year. This means you pay 100% of the cost of the coverage and receive no subsidy from Delta.

If you work less than 540 hours within the designated 12 month look-back period, you will not accrue your PPT allotment [sick time] for the corresponding benefits year...”

## SEMI-ANNUAL SCHEDULING MEETING—NEED YOUR INPUT

Central and Local Scheduling Committees will hold their semi-annual scheduling meeting with Delta Air Lines Scheduling on November 17. We need to hear from you! Please share your input regarding pattern construction, and we will do our best to represent your concerns. What kind of patterns would you prefer to see? Shorter trips? More hard fly? Longer layovers? What does your base need most? Please contact us at [csc@nwaafa.org](mailto:csc@nwaafa.org).

## OPEN ENROLLMENT CHANGES FOR RETIREES, SURVIVORS

### Potential Impact on All Flight Attendants

Your MEC was concerned to see Delta Air Lines announce plans to delay the 2011 Open Enrollment window for our retirees and survivors by approximately two weeks. The new Retiree and Survivor Open Enrollment window now coincides directly with the outcome of our representational election. The NMB election closes at 2:00 p.m. November 3rd. Retiree and Survivor Open Enrollment will start on November 3rd and run through November 24th. It appears that Retirees may not be able to see complete 2011 enrollment options until that time. While we cannot know the company's full intent, the implication of this change concerns us. Read more at [www.nwaafa.org](http://www.nwaafa.org).