

“Voting is the only way to have your voice counted. Remember, in a democracy you become well informed and you vote, vote, vote. So don't fall in the trap of not voting. . . it's really important that your voice be heard.”

~ Richard Anderson, *Right From Richard* (October 21, 2010)

FUTUREFOCUS—AIM HIGHER AND MAKE THE WAVE

This is it – the home stretch! Does anyone need still one more reminder to vote before Wednesday, November 3 at 2:00 p.m. ET? We didn't think so. After all, who doesn't know this is The Big One? Even so, when the momentum around us is palpable and the buzz non-stop, it's easy to imagine that same energy will drive things home – with or without one more little vote. Nothing could be further from the truth! No one can afford to ride the wave -- we are the wave. Do you know anyone who didn't quite get around to making the click or call? Good intentions aren't enough here. The NMB must receive duplicate voting instruction requests no later than Friday, October 29. See www.deltaafa.org for details. Please remind your flying partners that every voice counts, so it's not the last time we are counted.

When will we know? How can we find out? Sign up for MEC Twitter Alerts at twitter.com/NWAAFAMEC or Delta AFA text messaging by texting “goafa” to 69866. Election results will be reported live from the National Mediation Board as soon as possible next Wednesday. Stay connected and be the first to know.

RAILWAY LABOR ACT LAWSUIT UPDATE

On August 19, 2010, we filed a lawsuit against Delta Air Lines in the United States District Court over numerous and intensifying violations of the collective bargaining rights of 7,168 pre-merger Northwest Airlines flight attendants. Delta originally had 60 days (until October 19th) to respond, however, the company requested and received an extension from the court. Delta now has until December 20, 2010 to respond to the Railway Labor Act lawsuit. We will keep you updated with additional information, including management's response, as it becomes available.

MEC SEEKS TO FILL NEGOTIATIONS COMMITTEE POSITIONS

The NWA-AFA MEC is accepting letters of interest to fill two positions on your Negotiations Committee for upcoming joint contract negotiations with Delta Air Lines. Check your email or the web for more information about the process, merger and negotiations policies, and what to expect after the election. Interested members in good standing should submit a resumé and letter of interest to the MEC by November 4th, 2010. Send letters to:

NWA-AFA Master Executive Council,
ATTN: Karen Chapdelaine, MEC Office Manager
8011 34th Avenue South, Suite 220
Bloomington MN 55425
or - email to: kchapdelaine@nwaafa.org

DELTA CAMPAIGN MAILERS – PMDL FLIGHT ATTENDANTS CRY FOUL

Pre-merger Delta Flight Attendants are crying foul in response to recent anti-union postcard mailers with inflated salary claims. Expressing surprise and dismay at the company's skewed numbers and misleading pay comparisons, more and more are reaching out to set the record straight. Some PMDL activists are carrying copies of their W2 statements, in hopes of sharing the truth with their PMNW colleagues.

Says one particularly concerned PMDL FA:

“To whom can I directly email my question re: the Delta mailer that says the average salary from 8/1/09-7/31/10 for someone at my seniority who flies between 70-100 hours a month (which, first of all, is a ridiculous number to begin to quantify an average from) is \$62,915? I'm serious, this is so blatant that I will not let it go. I flew an average of over 97 hours for each of those same twelve months,

well above any type of average they could come up with that 70-100 range, and my gross was 55,868.11. Which is actually closer to their claim of what NWA person makes (\$54,875).. ."

THE SCOOP: "Wait a Minute, Mr. Postman" and "Lump Sum Cross-Check"

What's the Scoop? *Without Delta's helpful "reminder" service, I probably would have forgotten to vote. They've made a boatload of money with their a la cart fees on everything from checked bags to Pringles. Maybe they should consider subbing out their "reminder" program to help other absent-minded folks remember anniversaries and important holidays.*

Here's the Deal: We don't see a question in there, but you raise a worthwhile point. Delta's self-serve DIY you're-a-responsible-adult-so-figure-it-out, find-your-own-answers-in-a-haystack phone prompt/check-in kiosk culture presupposes we are capable of independently managing every other aspect of our careers. It is assumed we can be trusted to follow FAA, TSA and DOT regulations, find our way to work – on time, and with updated manuals – keep track of and follow thousands of safety/service/regulatory/professional/cultural and social rules, guidelines, and customs, save lives, save the planet, play the right movie, and smile during boarding. Yet they think we can't figure this voting thing out? That we might just somehow. . .*forget???* Imagine if Delta's persistent hand-holding in-your-face "reminder" campaign were subbed out to other important areas of life. If you received fancy mailers, manager phone calls, signs, posters, flashing pop-ups on your computer, dancing telegrams and everything short of sky writing to remind you to return your rental movies or renew your driver's license. Yeah, well... We're glad you remembered to vote.

What's the Scoop? *I understand that comparing our union contract to Delta policies is a moot point, because what matters is what we can get together in a combined contract. But I'm still curious. In all of this campaign hoopla, I haven't seen much comparing of our current retirement plans. Also, there was something about Delta FAs receiving a cash lump sum when we exited bankruptcy. What's up with that?*

Here's the Deal: The company is contractually required to provide PMNW FAs with 401K contributions between 3% and 6% of eligible earnings, based on combination of age and years of service, whether we contribute our

own money or not. Delta contributes just 2% into PMDL FA 401ks. Any additional company contributions require PMDL Flight Attendant to invest their own money to receive a company match.

As for bankruptcy emergence awards: PMNW Flight Attendants employed through the bankruptcy period each received nearly **\$15,000** from our AFA-filed Equity Claim, plus additional negotiated awards of **more than \$2,000**. PMDL Flight Attendants did not receive an equity claim per se, as that was an AFA-coordinated award. Upon emergence from bankruptcy, however, PMDL FAs did receive a cash lump sum. A top of scale PMDL FA earning \$41,330 in 2006 received a total lump sum of **\$3,300**.

What's the Scoop? I still run into Flight Attendants who don't believe we'll lose the contract if we lose representation. Or they know we'll lose the contract, but don't seem to understand everything that goes with it: negotiated guarantees to pay, benefits, work rules, insurance, future retirement, etc. What's the best way to address this?

Here's the Deal: Maybe there ought to be a satellite base in Missouri, the "Show Me" state. Let's face it. There are always a few who won't believe anything, no matter how much proof is out there. (Still others believe just about anything they read in print -- hence, the company's massive mega-mailer marathon.) We've got to agree with Richard on this one: "In a democracy, you become well informed and you vote, vote, vote." All you can do is share the facts, history, logic and information to the best of your ability, and then respect people to make informed, intelligent decisions.

SYNC YOUR CALENDAR — OCTOBER

In addition to Breast Cancer Awareness and personal year-end appointment reminders, following are other important deadlines and scheduling windows to keep in mind for the coming weeks:

October 29 – Replacement uniform pre-order window closes

October 30, 1600 ET – Vacation Bidding closes

November 3, 1400 ET – NMB election closes

November 3 – Retiree/Survivor Open Enrollment opens

November 18, 2359 ET – Open Enrollment closes