

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO - NORTHWEST
AIRLINES**

GRIEVANCE FORM

Grievant(s):	GREGORY RIFFLE(0000104880)	Date:	February 25, 2009
		AFA Grievance #:	88-77-02-019-09
		Base:	ALL
Grievance Rep:	GREGORY RIFFLE	Rep's Phone #:	

STATEMENT OF GRIEVANCE

Statement of Facts: (Include a brief statement of facts including date of violation.)

On Feb. 11, 2009, the NWA AFA Master Executive Council passed a resolution expanding the definition of the union insignia (pin) to include the addition of a purple ribbon, as authorized to do so under the AFA Constitution & Bylaws. The ribbon serves to commemorate and honor the merging of the flight attendant workgroups at NWA and DAL. In an email addressed to Janette Rook, dated February 20, 2009, Deb Hanson, Director, DTW Inflight Services, stated that "the Company does not view the ribbon as part of the AFA insignia, and therefore our policy prohibits it from being worn with the uniform". The memo went on to explain the logic behind the company's decision. Since the issuance of the Company email, several members have been approached by various management personnel who asked the member to remove the purple ribbon from the union insignia.

Applicable Contract Sections: (State specific contract section violated or other basis of grievance.)

Section 19.K.1. "Union Insignia", and any/all other related sections and/or information.

Relief Sought: (If not specified, AFA reserves the right to request all available remedies at any point during the grievance/system board process.)

That the Company cease and desist, and/or any other remedy deemed appropriate by the AFA.

It is requested that copies of all correspondence relating to this grievance be sent to the grievant and the Union Officer / Designee, and to the AFA Legal Department as Listed Below. The grievant authorizes the Association of Flight Attendants, CWA AFL-CIO to act as his/her representative in the disposition of this grievance, and by so authorizing the grievance to be filed on his/her behalf, grants AFA the right to obtain all information necessary information including your Base employment file, your Corporate employment file and your automated performance development file to process the grievance.

Union Officer/Grievance Representative: _____

cc: AFA LEGAL twinston@afanet.org

- AFA National Office: 501 Third Street, N.W., Washington, D.C. 20001-2797, 202/434-1300
- ORD Field Office: 1 O'Hare Center, 6250 N. River Road, Suite 4200, Rosemont, IL 60018-4210, 847/292-7170
- PIT Field Office: 200 Marshall Drive, Coraopolis, PA 15108-2840, 412/262-3110