



Let's Start a Conversation, Northwest and Delta Flight Attendants Together...

Northwest flight attendants are excited by your opportunity to join AFA at Delta – we look forward to working with you!

We encourage you to vote for AFA representation so we can work together in AFA to maintain and expand the protections so important to all Delta and Northwest flight attendants. Here are just a few of the issues where we truly can be *Better Together*.

1. Job Protection that Prevents Outsourcing of International Flying

Two years ago, Northwest executives (those close to your CEO Richard Anderson when he was at Northwest) attempted to outsource 75% of our international flights to low-cost foreign workers. NWA started hiring these flight attendants in China, India and other locations. Had they gotten away with this scheme, 35-40% of our jobs would have been lost overall, including most of our best flying. Our union contract ultimately prevented this – and we fought to keep those protections in our contract intact through the bankruptcy. *With no contract and no AFA representation, there is nothing to stop these executives from taking all of our international flying jobs and shipping them to low-cost foreign workers.* By joining AFA, you can make sure this does not happen at Delta. When it comes to protecting against outsourcing, we're *Better Together*.

2. Seniority Protection and a Merger 'Fence Agreement'

By joining AFA, *you will immediately lock in 'date-of-hire' seniority protection* pursuant to our AFA merger policy. Delta executives are placing your seniority at risk by promoting a 'fair & equitable' arbitration whereby a third-party would decide what happens to seniority. Northwest executives have overseen the most bitter and divisive mergers in our industry. You have the power to ensure this won't happen again. Our contract, which stays in place while we negotiate a new contract for the combined group if you win this election, contains a requirement that both flight attendant groups be kept separate until a combined contract is negotiated. We call this a fence agreement – and as long as you join AFA, our executives must honor this provision. A fence agreement will protect your base seniority as well as your current flying. However, if your executives are not required to honor our contract, there will be no requirement to keep us separate. When it comes to protecting our seniority and a smooth transition with an appropriate fence agreement in place, we're *Better Together*.

3. Securing a Professional Voice for the Long Term

If our two airlines merge, together we will be the largest flight attendant group in the country – and *what we achieve together will set trends for the rest of the industry*. Without the legal recognition that membership in AFA gives us, we would also be the most vulnerable flight attendant group in the country. At Northwest, we have a long and proud tradition of union representation, contract negotiations and working with airline executives on the issues that matter to flight attendants. We look forward to working with you and with the hundreds of Delta activists who have worked so hard on your AFA campaign, and to carrying on that tradition, together. Let's work together to be the strongest flight attendant group in the world – with the best legally binding contract in the industry. At a time when our industry is still struggling and with the threats of outsourcing, open skies and consolidation, let's join together in AFA to safeguard and protect the profession we love. When it comes to having a strong, professional voice in our careers, we truly are *Better Together*.

