

DELTA-NORTHWEST NEGOTIATIONS

Following is a brief discussion of what happens to the Northwest contract covering the Northwest Flight Attendants, as well as the subsequent negotiations at Delta for a single agreement covering both groups, dependent on the outcome of the representation election for the Northwest and Delta flight attendants. This election represents the only way to negotiate a world-class contract covering the combined group.

For the Northwest Flight Attendants, it is an opportunity to negotiate years earlier than the amendable date of the current contract. For the Delta Flight Attendants, it is an opportunity to negotiate a first collective bargaining agreement.

THE REPRESENTATION ELECTION

- **DELTA:**

1. If victorious, AFA-CWA will serve Delta with a Section 6 notice on behalf of the Delta flight attendants, notifying the Company that we intend to begin negotiations at Delta. It is important to understand that the Delta flight attendants will NOT be covered by the NWA Flight Attendant Collective Bargaining Agreement.
2. If not victorious, Delta flight attendants will lose the chance to negotiate a binding Collective Bargaining Agreement and union representation.

- **NORTHWEST:**

1. If victorious, Northwest flight attendants continue to be covered by the Northwest Flight Attendant Collective Bargaining Agreement until the new, single contract for the former Northwest and Delta Flight Attendants is reached.
2. If not victorious, the Northwest Flight Attendant Collective Bargaining agreement will be extinguished.¹ Since the Agreement will no longer be binding on Delta, they will be free at their leisure to change any and all terms and conditions of employment. NWA Flight Attendants will become employees-at-will; that is, they can be discharged with or without due cause.

THE LEADERSHIP

- **DELTA:** AFA-CWA will establish Transitional Local Councils for each Delta domicile with more than 100 Flight Attendants. At each Local Council, a Temporary President and Secretary will serve while the nomination and election process by the membership is underway and elected officers are in place.
- **NORTHWEST:** The Northwest AFA-CWA elected leadership will remain in place, subject to the normal election cycles of the AFA-CWA Constitution and Bylaws.
- **NORTHWEST AND DELTA:** The International President will invoke the Merger Policy and convene the LEC Presidents of both Delta and Northwest in joint session to

brief and orient them on the merger policy, including negotiations of a single, joint contract.

THE NEGOTIATIONS PROCESS

- **NORTHWEST AND DELTA:** Within 30 days, the LEC Presidents of each group will select their negotiating committee members for the Joint Negotiating Committee. The Committee will consist of three Delta flight attendants and three Northwest flight attendants, assisted by an AFA-CWA International Staff Negotiator.
- **NORTHWEST AND DELTA:** Both the Delta and Northwest flight attendants will be surveyed to identify their goals in this negotiations. The Joint Northwest- Delta Negotiating Committee will attend negotiations training. The Joint Committee will prepare opening proposals for negotiations and begin negotiations for a single contract covering the rates of pay, rules and working conditions and benefits for the combined group.
- **NORTHWEST:** In the interim, the Northwest Collective Bargaining Agreement remains in effect for the Northwest flight attendants only.
- **DELTA** If interim issues arise that affect the Delta flight attendants and for which bargaining is required, those may be bargained separately by the AFA-CWA Delta flight attendants pursuant to the Section 6 notice given to the Company. Otherwise, the Delta flight attendants remain subject to the Delta-determined work rules and other Delta-determined terms and conditions of employment until the joint AFA-CWA Northwest-Delta Joint Negotiating Committee reaches a ratified, single agreement covering both groups.

VICTORY: A FIRST CONTRACT AT DELTA COVERING BOTH GROUPS

- **NORTHWEST AND DELTA:** When a tentative agreement is reached, subject to the approval of the Delta and Northwest Local Council Presidents, it will be submitted to the combined group for ratification. All Delta and Northwest Flight Attendants will be able to vote on the Tentative Agreement and it must pass by a majority of votes cast. Once ratified, there will be, for the first time, a single agreement covering the merged group. For the Delta flight attendants, this will be the first time in their history that they have had a binding collective bargaining agreement. For the Northwest flight attendants, this will be a continuation of over 60 years of collective bargaining.

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