

con•tract (kon´trakt), *n.*

1. an agreement, especially one concerning employment, that is enforceable by law.
2. an agreement between two or more parties for the doing or not doing of something specified.

pol•i•cy man•u•al  
(pol´i see man´yoo el), *n.*

1. a book giving instructions for a definite course of action adopted by a ruling party for the sake of expediency, facility, etc.

**Contract...  
policy  
manual...**

**...what's the  
difference?**

**O**ur contract is a legally enforceable document, amendable only by agreement between Northwest Airlines and AFA-CWA. Delta's policy manual may be changed at any time and in any way by management, without flight attendant input or consent. Our contract contains scope and successor language; Delta's policy manual has no such protection. Our contract includes grievance and arbitration processes for scheduling errors, unequal treatment, undue discipline and wrongful termination; Delta's policy manual has no legally binding grievance process.

**If these facts aren't reason enough to want to protect our union representation, our bargaining rights and our contract, see the reverse side of this card for more.**



Northwest Airlines Master Executive Council  
Association of Flight Attendants-CWA, AFL-CIO  
501 Third Street, NW  
Washington, DC 20001

Delta Air Lines flight attendants are not represented by a union. **If Delta flight attendants win their upcoming representation election**, they will then be represented by our union. If there is a merger, the combined group would be represented by AFA-CWA. At Northwest, **we would retain our bargaining rights, our union and our contract.**



We could begin seeking improvements immediately to our current agreement under a combined Delta/Northwest contract.

**If they do not win this election**, there will be a second election for the combined workforce. **If we were to lose this second election we would lose our union representation, our contract and our bargaining rights immediately.**

What would life be like with no union and no contract? What is the difference between our contract and Delta's policy manual?

**Sick Leave** "Paid personal time (PPT) to be used for illness, injury or personal time," according to Delta's policy manual. Accrual rate is 2.29 hours per month, which works out to 27:30 per year. Beginning 4/1/08, accrual rates increased to 3.5 hours per month, 42:00 per year. (Interestingly, this increase was announced as AFA-CWA organizing efforts at Delta progressed.)

Under this policy, Delta allows 27:30 of paid sick time per year, up to a maximum of 5 days annually. The maximum number of hours *per day* allowable as PPT is 5:30. The 4/1/08 planned change (remember, a "policy" can be cancelled or modified at will by management; this change may not actually stick) would allow for 7 days annually of PPT at 6:00 maximum *per day*.

Beginning 4/1/08, time can be carried over for one year (that is,

up to 84:00), and time unused at the end of the year is paid out at the hourly pay rate. To even qualify for PPT, a flight attendant *must fly 540 actual - not credit - hours per year* (beginning 4/1/09).

Compare this policy to Section 15 (Sick Leave) in the Northwest AFA-CWA legally binding contract: we accrue 3:00 per full month of service; accrue proportionately even if credited hours are below monthly scheduled minimum; may accrue 1200:00 which carry over year after year; may elect to receive sick pay credit from 50:00 to 100:00 for a full month leave due to personal illness or injury; and there is no reference to the number of sick hours per day that may be used.

**Delta executives claim their policy is industry standard. We disagree.**

**Stay unified.  
Remain informed.**

**We are  
better together!**

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