

AFP Merger Transition Period Policies

Scope of Document

The policies contained in this document apply ONLY to those flight attendants *who are awarded and accept a transfer* to one of the below named AFPs between October 29, 2008 (the close date of the DL-NW merger) and the date of the operational integration of the Delta and Northwest flight attendant workforces.

AFP locations covered by these policies:

- DWN (Detroit)
- MIS (Minneapolis)
- PTS (Portland)
- SWS (Seattle)

This document may also be amended to include other AFP locations during such period as required by the operation.

The Alternative Flying Program section of the IFS Operations Handbook contains all AFP policy information for flight attendants who do not meet the requirements specified above.

AFP Overview - Merger Transition Period

An AFP is not a base, but rather a voluntary program which allows flight attendant participants to originate and terminate trips in the city in which they live. In order to be cost-effective, the amenities and facilities typically associated with a traditional In-Flight base, including IFS leadership presence and scheduling support, are not provided in AFPs. In addition, flight attendant commitment and entrance requirements and scheduling parameters are different when participating in an AFP. Flight attendants participating in AFPs are assigned to an existing In-Flight base for all administrative purposes.

AFP Entrance Criteria - Merger Transition Period

Qualities of a Participant

An AFP participant must be an independent person capable of performing in a self-sufficient environment, someone who:

- Can conduct daily briefings without a visible leader
- Is resourceful to find answers to questions and solutions to problems
- Can use networking skills to ensure trip coverage in the event of illness or emergency, without involving Scheduling
- Effectively responds to unforeseen operational issues
- Proactively seeks job-critical information on the IFS Portal
- Keeps up-to-date on current IFS news and events utilizing the IFS Portal and email

- Completes all required training and administrative responsibilities in a timely manner

Commitment Requirement

The lesser of a 1 year commitment to the AFP from the time of entrance or until the operational integration of the Delta and Northwest flight attendance workforces is required. The commitment requirement will end if specified flight(s) are cancelled without the addition of any replacement flying on pre-merger Delta aircraft.

Eligibility Criteria - Merger Transition Period

Any flight attendant in any base may express his/her interest in joining an AFP. Only those flight attendants meeting the below eligibility criteria will have the opportunity to be awarded a position in and fly from an AFP location.

File Review

- Satisfactory Performance
- No Disciplinary Probations or Final Warnings within previous 4 years
- No Warning Letters related to any aspect of performance within previous 12 months of award of AFP transfer
- No Failures to Cover within previous 12 months of award of AFP transfer

A "year" for the purpose of file reviews is measured from March 2, 2008 to March 2, 2009.

Residential Address

Priority for AFP slots will be given to those flight attendants who meet all eligibility criteria and have a residential address within a 75 mile radius of the (AFP) airport. The residential address should be the address on file in the ESS (Employee Self-Service) on DeltaNet. The address snapshot will be taken on January 15, 2009. Due to the destinations associated with these transfers, Language of Destination (LOD) awards will be necessary. Non-LOD and, separately, LOD slots will be designated and awarded in the following order:

- 1 Flight attendants with a residential address within 75 miles of the AFP airport in system seniority order.
- 2 Flight Attendants who DO NOT have a residential address within 75 miles of the AFP airport in system seniority order.

Flight attendants may be required to provide proof of their residential address.

Acceptance of Temporary Nature of AFP Assignment

Flight attendants who request and are awarded a transfer to an AFP designated in and during the time period specified by the scope provision of this document (page 1) understand that their *AFP transfer award is temporary in nature only*. On the date of the operational integration of the Northwest and Delta flight attendant workforces, or sooner as determined by operational conditions, all flight attendants awarded AFP transfers according to the policies set forth in this document will *automatically return to their In-Flight base/AFP from which they transferred to the AFP*.

Transferring into an AFP - Merger Transition Period

Monthly Transfer-In Bid

The normal base transfer process is utilized. All eligibility criteria must be met for a transfer to be successful. A flight attendant awarded a transfer into an AFP mid-year must complete the remaining duration of the yearly commitment period before being eligible to transfer out.

** AFP transfers are temporary in nature. On the date of the operational integration of the Northwest and Delta flight attendant workforces, or sooner as determined by operational conditions, all flight attendants awarded AFP transfers according to the policies set forth in this document will *automatically return to the In-Flight base/AFP from which they transferred to the AFP.*

Exiting an AFP - Merger Transition Period

Voluntary Transfer-Out

If a flight attendant desires to voluntarily exit the AFP, he/she will have an opportunity to submit a transfer request to an open base or AFP during an annual re-bid period. Flight attendants transferring into an AFP have a commitment period of the lesser of 1 year or until the date of the operational integration of the Delta and Northwest flight attendant work forces takes place, however, a transfer out may be requested and granted if staffing level permits – as long as it does not negatively impact the remaining AFP participants.

Performance-Based Transfer-Out

- If a flight attendant is removed from the temporary AFP assignment and was previously assigned to a base, Delta will return the flight attendant to the In-Flight base from which he/she transferred into the AFP.
- If a flight attendant is removed from the temporary AFP assignment and was previously assigned to an AFP and the location is still an AFP, Delta will assign the flight attendant to any In-Flight base at which there are openings.
- If a flight attendant is removed from the temporary AFP assignment and was previously assigned to an AFP and the location has been transitioned to a base, Delta will assign the flight attendant to the now transitioned base.
- Receipt of administrative action within a rolling 12 month period could subject a flight attendant to a review for removal from the AFP. He/she may be required to fly the remainder of his/her bid AFP monthly schedule(s) before such a transfer is effective.

Reductions Due to Operational Requirements

- AFPs are staffed based on network schedule requirements.
- The size of an AFP may change in response to network changes and flight attendant performance. AFP size will be evaluated on a monthly basis and adjustments will be made as needed.
- AFP flying may be reduced based on operational requirements. In such a case, reductions in AFP participants would occur using the reverse of the entry criteria by seniority:

- 1 Volunteers who reside outside the 75 mile radius
 - 2 Volunteers who reside within the 75 mile radius
 - 3 Involuntary - those who reside outside the 75 mile radius
 - 4 Involuntary - those who reside within the 75 mile radius
- In the event an AFP location is downsized or eliminated, Delta will return those flight attendants who were awarded temporary AFP transfers under the provisions of this document to the In-Flight base/AFP from which they transferred to the AFP.
 - At the point of operational integration of the DL and NW flight attendant work forces, the flight attendants who are governed by the provisions of this document will be assigned to the In-Flight base/AFP from which they transferred to the AFP. Alternatively, flight attendants may elect through the normal base transfer process to bid and hold an open base.

Performance Expectations in an AFP

Participation in the AFP program requires a high degree of self-management. You must demonstrate continued ability to perform in an environment with limited leadership visibility. Consistently meeting all performance standards is the key to success in the AFP program: overall reliability, completing all administrative responsibilities in a timely manner, customer service, and teamwork. Infractions resulting in the receipt of written administrative action could result in removal from the AFP program.

Scheduling Parameters

CBS

- CBS bidding options are the same as in a base
- Minimal to no Open Time

Schedule Flexibility

- AFP flight attendants may only swap AFP trips with flight attendants in their AFP location, and with local AFP Open Time.
- The eCrew Swap board is used for trip drops and swaps, and for posting Availability To Fly.
- Daily PPT will not be awarded.
- Time off should be managed by utilizing the pre-month PPT process, CBS and swapping with another flight attendant.

Trip Demographics

- Based on a continuously changing network schedule, the trips in each AFP may change from month to month. Trips vary city by city, and Flight Leader & Regular positions are available for bidding in all AFP locations. LOD positions will be available in AFP locations where there are flying segments with LOD requirements.

Trip Coverage

- AFP flight attendants self-manage their own flying.
- IFS Scheduling will only cover trips as a last resort, i.e., utilizing the FA Availability to Fly list.
- AFP leaders will be advised whenever IFS Scheduling is involved in trip coverage.

- IFS Scheduling involvement in AFP trip coverage will be used as a measurement component in determining the success of an AFP.
- Normal re-route guidelines apply.

Jetway Trades

- An AFP participant can jetway trade with any other AFP participant, regardless of AFP location.
- Jetway trades may only occur in an In-Flight base or AFP location, and must be requested 4 hours prior to the report time of the departing segment.

Vacations

- AFP flight attendants bid and are awarded vacation within their AFP.
- The annual vacation round and pick up/improvement process is utilized.
- For flight attendants entering or exiting the AFP mid-year, all previously awarded vacations are dropped and must be re-bid using the monthly pick up/improvement process.

Scheduling Tools**eCrew Post Availability to Fly**

AFP flight attendants are required to ensure coverage of trips without involving Scheduling. The Post Availability to Fly function allows flight attendants to:

- Indicate their willingness to pick-up a trip that isn't posted on the Swap Board
- Find out who's available to fly (and who might want to pick up a trip)

Administration**In-Flight Base Assignment**

Flight attendants participating in AFPs are assigned to an In-Flight base for all administrative purposes.

Delta may change the assigned In-Flight base designated for an AFP participant at any time, depending on operational and business considerations.

- PTS AFP reports to SLC In-Flight base
- SWS AFP reports to SLC in-Flight base

Safety Reviews

Must be completed on-line 6 months prior to CQ date.

OBM Revisions and Bulletins

OBM Revisions and Bulletins are distributed to each AFP location and flight attendants are required to keep their OBMs current at all times.

Special Assignments

Special assignments will be allowed, operations permitting. The exact number of special assignments per month will be approved by the Planning team to ensure appropriate schedule values in each location are maintained. Assignments, including facilitators, must be pre-plotted. NO trips will be dropped into Open time.

Airport Space

Each AFP provides a team room with eCrew computers, a phone line, and company mailboxes.

Parking

For AFP parking information, visit the IFS Portal page of the AFP's assigned In-Flight base.

End of Section