

AFA/NWA Joint Scheduling Meeting Notes

Sept. 22, 2009

1000am - 430pm

Cambria Suites - MSP

Attendees:

NWA:

Brian Moreau (Director of Scheduling)

Adam Budd – (In-flight Planning)

Jonwaine Collins (DTW Mgr)

Gary Baker (SFO Mgr.)

Steve Young (MSP)

Gina Petruccelli (SEA Mgr)

AFA:

Joseph Mendoza - ATL

Nancy Wheeler - BOS

Darick Ishihara – HNL

Bob Cundy – LAX

Pam Hathaway - MEM

Laurie Berglund – MSP

Josh Zivick – NYC

Carol Kircher -SEA

Brett Clark – SFO

Greg Frattini – MEC

Maggie Gray – MEC

Marlene Pleatman - MEC

2.

Karen Jay – MEC

Kim Evasic – Purser Chair

Gary Baker – PQ LAX

Dan Grey – MEC Vice President

Our meeting began at 10am. Brian Moreau opened with the background of the integration process in the merger with Delta. The company is moving into Deltamatic for Delta dispatch, reservations, sky miles, etc. This process has some affect on the Pilots and Flight Attendants as we move to the blue world.

Inventory migration is a staged process to move all inventories to Deltamatic. All flight numbers will be changing and the Northwest flights will move into new ranges of numbers. Jan. 24 to Jan 31st is the timeframe for the complete change to how bookings are done.

Fleet Migration – This is expected to be an ongoing process until early April of 2010. The goal is to make the migration as seamless as possible for flight crews.

Scheduling Survey

Our first item on the agenda was to discuss results of tests conducted by the company from the Scheduling Survey. This survey was constructed by AFA last year and distributed as a joint effort of NWA and NWA AFA.

On November 1, 2009, the DC9 flight crew patterns will split the flight deck and cabin crew. This change is hopefully going to allow for Flight Attendant patterns to be constructed closer to a match to what Flight Attendants requested in the survey results.

There will be DC 9 flying added to the Boston base to add hours for that base. Presently this is needed to balance head count.

There cannot be a study on the construction of patterns containing only 12 hour plus rest at this time. In the optimizer world of scheduling, the reality is that such pattern construction would cost the company too much money.

3.

The survey results requested improvement with the reduction of our long sits. The company has determined that this reduction would create lower trip credit value equating to longer duty periods, thus resulting in less satisfaction for the majority of flight attendants. The longer trips would then involve more cost for the company.

Cross Fleeting

The current schedule planning contents only go as far as the end of 2009. Mr. Moreau stated there would not be any significant changes during this time frame. Most major cross fleet changes will probably start taking place in May of 2010.

New York is a focus city for the combined Delta. There is a possibility of opening NYC for additional headcount as early as November of this year. Expansion at this base will be needed by the summer of 2010.

Cross Fleeting will continue for the foreseeable future. Presently, Northwest operated flights are sold by Delta, and Delta operated flights are sold by Northwest. This sales process is expected to be consolidated by the end of January, 2010.

Cross fleeting will go away as the inventory systems are integrated. March and April of 2010 is the expected timeline for this integration as we will cross over to the Delta systems to merge the two airlines as one.

Satellite Bases

ORD – will receive more flying, this satellite is working well for the company at this time, and predicted to remain stable and even possibly grow.

SLC – there is no firm decision on the return of the SLC satellite base next spring.

ATL – at the present time, this is no known increase of flying to the ATL satellite base.

The company does not have plans for any additional satellite bases at this time. Delta is clearly more reactive to the economy and the need for ongoing market changes. The nature of any merger would equate to expectations of ongoing change.

4.

It is expected that the Northwest 747 routes will remain the same, with the exception of additional Charter flying. The possibility of distributing this flying throughout the bases will be considered. As a reminder, all flying is optimized by the Company by least cost factor.

March 2010 is the timeframe predicted to see additional MD 88 flying in the lower 48 states. In the beginning this would only be one or two additional flights and expand over time if it proves to be profitable. This type of swapping of flying is what drives the merger to be profitable.

The question was asked as to with the reduction in flying, where have these aircraft gone? Some aircraft will be redeployed to cover charter flying and some will be positioned as spares. The economy will drive this aircraft need and we should see change again in April as the flying changes seasonally.

Reserve Headcount

The perceived shortage of reserves during the summer of 2009 was a direct result of a major increase in sick calls from June through August. The increase was graphed and demonstrated as much as a 5% to 10% increase over the past three years.

OPR

The utilization of On Premise Reserve is different depending on the size of the base. Scheduling is following the order of assignment set forth in the contract and it was noted that this order is directly affected by the legalities applying to each individual flight attendant on call. OPR is assigned in SILO order with the longest on call period assigned first by trip hour credit.

Any open flying which becomes available within one hour prior to departure shall be assigned to a Reserve Flight attendant on OPR duty. Open flying which becomes available between four hours and one hour will be assigned to an OPR flight attendant. Other flying will be assigned to reserves in SILO order.

The next cover letter of the analysis will have instructions on how to bid for an OPR and negate time parameters in your bid to fit time preferences. As a reminder, if one bids for OPR, that assignment will be outside the contractual three OPR days in one month.

5.

Split Lines

The split line program is predicted to be implemented once we move past the upcoming holiday season, January, 2010. The amount of split lines to be awarded will be adjusted after company convenience leaves are offered. The flight attendant desiring a split line will not need to have a partner and each split line will be worth 40 hours.

A flight attendant awarded a split line will pay their medical costs plus one half of the remaining cost to the company.

A split line for a reserve means 9 days on call, and a guarantee of 40 hours.

Future Staffing

At this time it is not known if Slip Leaves will be offered in 2010.

Delta has a wider range of EBLA which will offer more line options for flight attendants. There are predicted variable staffing changes for international flying that will impact head count next year.

Military Charters

Military Charters will stay at the same level or increase.

Individual Base Issues

- **ATL - Joseph Mendoza addressed the problem of flights leaving without Purser. He also expressed concern regarding reserve headcount overage at the ATL satellite base. Mr. Moreau will look into the Purser problem for ATL. Mr. Moreau advised that Reserves would be needed in the future with the variable position numbers changing on the international flying. The ability to add drops in Atlanta is another method that can be used to adjust the overage headcount. Replacements are in line for ATL FA's that are leaving the base.**
- **BOS – Nancy Wheeler asked if BOS would be getting more MBA charters. Brian Moreau confirmed that although the charters are a work in progress, the Boston base will most likely see an increase in the MBA charter flying.**
- **Nancy also asked in there are any defined changes for Boston at this time. The advanced schedule planning throughout the system**

6.

presently goes to the end of 2009, and there are no known changes at this time.

- **DTW – Dan Grey addressed the problem of flight attendants being directly affected by the “no rest required prior to training “requirements. It is a definite hardship for a reserve flight attendant to come in from NRT and then have to travel to ATL for AQ. When our last contract was negotiated, there was no knowledge that we would have this training.**
- **Mr. Moreau advised that the computer system is not set up to recognize different types of training.**
- **It was requested if scheduling would look at these scenarios on a case by case basis. The answer was probably not; as this would then affect reserve duty issues and therefore have a domino effect on all reserves. It was suggested that Base Managers may be able to look at case by case scenarios as they occur.**
- **HNL – Darick Ishihara asked if HNL would be getting LAX turn back. The response was positive that this could happen in the future.**

Darick also expressed concern for HNL flight attendants dead heading on Delta to SLC without crew meals. It was explained that until we are merged, there is not method in place to order crew meals on Delta.

- **LAX – Bob Cundy asked if the A330 would return for the LAX base. This is unknown at this time.**
- **Bob also expressed concern regarding the amount of red eye patterns for LAX based flying. Brian Moreau explained that 54 per cent of LAX flying is international and 46 per cent is domestic with 15 per cent being red eye flying.**

7.

- **Scheduling will look into such things as splitting up the LAX TPA patterns into 2 day trips to see if there can be an improvement to the red eye situation at this base. As always, the optimizer and costs are deciding factors for change.**
- **MSP – Maggie Grey asked about the rumors of the MD80 flying moving to MSP. The planning is described as fluid and unknown with the international flying still increasing with the seasonal influences. There is not news for MSP past January.**
- **SEA – Carol Kircher asked if it is known what changes can be expected in SEA. Once we are merged, it is predicted there will be growth of international flights in SEA.**

- **SFO – Brett Clark stated that pattern 4980 out of SFO, which contains a red eye and a 4 hour sit, before continuing on to DH to BWI is a problem.**

Brian Moreau committed to looking into this situation to see if the long sit could be changed for this particular pattern.

There is expected growth in the four corners when all flying is merged.

The four corners are defined as NYC, ATL, SEA, and LAX.

This meeting adjourned at 4:30 pm. The next meeting is scheduled for Feb. 23, 2010.

