

## AFA/NWA Joint Scheduling Meeting Notes

Nov. 6, 2008

9:00am - 330pm

Bldg F – Rm. #306

Meeting Notes

Attendees:

NWA:

Brian Moreau (Director of Scheduling)

### Field Managers

Stephen Weathersb- MEM  
Peg Fromm - MSP  
Sven Finucan - BOS  
Jonwaine Collins - DTW  
Michael McLoughlin - NYC  
Romona Wilder - LAX  
Gary Baker-SFO  
Gina Petrocelli - SEA  
Junichi Takao - HNL

AFA:

Greg Frattini – MEC Schedules Chair/DTW based

Karen Jay – MEC Vice Chair/DTW based

Kenneth Jordan – NYC

Jacob Easter – BOS

Laurie Berglund – MSP

Maggie Gray - MSP

Bob Cundy– LAX

Darick Ishihara – HNL

Brett Clark - SFO

Next Meeting – February 12, 2009 – MSP

Upcoming/Ongoing Joint AFA/NWA Projects – FA Scheduling Survey

Introductions –

Brian Moreau gave an overview of events happening regarding the Merger and its effect on Scheduling in particular. The Scheduling function will be moving to Atlanta. This could happen as early as September 2009 to as late as end of 2010. In the meantime, MSP Scheduling will function as Northwest Inc. until there is full transition to Delta. Request for approval for cross training of Flight Attendants has not yet gone to the FAA. It is estimated this training could be anywhere from 3 to 12 days.

Marketing continues to look at scheduling changes. These changes will be loaded into PARS during the next two weeks; however they will not be effective until January, 2009. These changes are economic driven and not merger driven.

Cross Fleet Schedule changes are still not defined. These changes are estimated to start taking place toward the end of March, early April of 2009. This is not firm, strategy is being reviewed on an ongoing basis, and as all communications now come from Atlanta, there is no information available on how or when this information will be communicated to the Flight Attendants.

AFA/NWA Joint FA Scheduling Survey – The Flight Attendant Pattern Construction Survey is underway. An extension to December 3<sup>rd</sup>, 2008 was decided upon to allow time for more participation. AFA and Managers agreed to stress the importance of participation in the survey to the Flight Attendants in the few remaining weeks. Participation has been very low to date. This data is vital to drive positive change in respect to construction of future patterns, seeking to find balance between the “quality of life” versus “economic factors”.

Jacob Easter asked in regard to Atlanta now being in charge, how this would effect the changes driven by the Survey results. Brian Moreau stated that as the Delta philosophy is the same, with improved pattern construction based on low/no cost change, there should be no change to planned use of the data from the Survey to increase bidder satisfaction and improve morale.

One of the managers expressed the concerns of Flight Attendants with regard to possible furloughs. Brian Moreau explained the implications of cross fleet and its affect on head count, for example, the cross fleet training will take Flight Attendants out of the equation.

Trip Construction – Discussion with items brought up by many bases regarding **suggestions/problems..** Here are many of the issues raised:

1. long duty days after min. rest.
2. Issues with long sits
3. Breaking up trips for bidder satisfaction
4. Longer trips requested for most bases.
5. LAX FA's concern regarding flying not being fairly distributed
6. Flight departing without Pursers was a concern for several bases
7. NYC FA's having few open board options to consider
8. Charter flying being more evenly distributed if possible,
9. MSP and most bases – reserves are still concerned with the implications of SILO on their ability to finish their flying within the confines of SILO

It was emphasized that the Survey results could be a positive step in finding ways to solve the issues. It would be difficult to make change without impute from the Flight Attendants. The survey would be broken down base by base to indentify individual base issues.

The change in flying is predicted to create longer trips at most bases. (Cross Fleet Changes)

In regard to long sits, the trade off (with the optimizer) could mean the creation of less dense patterns creating the need for additional days of flying for the same credit.

Brian Moreau did increase the EBLA for December in LAX, from 81 to 82hours to allow for more flexibility for the LAX flight attendants for their December bid awards in response to the concerns expressed by Bob Cundy.

In regard to the pattern Optimizer program, previous test-runs have been done with devastating effects. An example given was taking into account variables for the LAX base (time-zone/body clock) had the effect of creating very undesirable flying for West coast bases. This will be an ongoing issue, with renewed emphasis based on results of the Pattern Construction Survey.

EBLA has been run at 83 hours for each base since the introduction of PBS. December 2008 flying will be the first month to see changes to the EBLA. This will have an effect on bid awards, as impact will be mostly seen in regards to Flight Attendant monthly maximum. For

example, a decrease of an EBLA from 83 to 81 hours will leave the monthly minimum at 70 hours, but decrease the monthly maximum from 96 to 92 hours. For December the EBLA for SFO, NYC, and HNL will be 83 hours, LAX was moved from 81 to 82 hours and all other bases are at 81 hours.

## CROSSFLEETING

Cross fleetting will be a reality! This will have the effect of seeing a NWA aircraft flown by NWA Pilots and Flight Attendants operating on a route that was formerly flown by Delta and vice versa. This information was covered in hypothetical scenarios only, with a continued emphasis that NO decisions have been finalized. This is something that is several months away. The Central Scheduling Committee will continue to stay involved in any discussion of this matter as it pertains to scheduling functions.

## SILO/AM/PM/Ready Reserve –

According to Crew Scheduling, implementation of the Reserve SILO in PBS has virtually eliminated instances of Reserves being flown into PDO's.

There was discussion of the appearance of Reserve Day Trades being restricted at a greater frequency. This was explained that with PBS, it is matching day off requests at a higher percentage during the bid awards, thus placing the greater flexibility at the front end (bid awards) to achieve higher bid satisfaction.

AM/PM is not implemented at this time as it is reported that there are problems with the program.

Ready Reserve and SILO assignments continue to be a sensitive subject. Some Ready Reserve Flight Attendants believe that the current assignment order violates the intent of Ready Reserve language, as a Regular Reserve will be assigned a trip in their lesser SILO ahead of a Ready Reserve in a higher SILO. The Company response is that this is following the language of the Contract.

The Voice Response system will be changing for Reserves, probably on Nov. 11, 2008. Reserves will first hear their position number for the whole base that day, then their position in their SILO.

## OPEN BOARD/PBS

There have been increased comments received about the perceived lack of trips on the open board. According to Scheduling, the open board flying has been populated from pattern drops and sick call. This still holds true. According to the statistics provided by Scheduling, the

Company continues to drop trips in an amount equivalent to nearly 400 full lines of flying each month, across all 9 bases.

The PBS seminars will not be continued.

Maggie Gray from MSP asked for consideration of opening up longer parameters for PBS bidding. Brian Moreau pointed out the danger of opening up the bidding prior to the established EBLA for the month. He did state that the Company is working on this problem but it will be a while before change can be made, and there is no way to guarantee that it can happen in the future.

#### SATELLITE BASES

Satellite bases were discussed, and as of yet, no determination has been made on this topic. This will be revisited as the merger process continues.

#### CHARTER FLYING

There was discussion on the Charter Flying on the open board for MSP and DTW. The request was made for Charter Flying to be offered to other bases. Brian Moreau responded that there would be an effort made for better distribution of this flying to all bases throughout Nov. and Dec. with more improvement possible for Jan. and Feb. of 2009.

#### ANALYSIS/PRINTING

The request for some printing, even one page was presented to the Company. The response was no, as the example given was, if the Company allowed even one page, the entire analysis could still be printed one page at a time. The Company advise that certain change requests are being submitted to Jeppesen to provide greater pattern detail on the award printout.

#### LOD

Questions were raised with regard to LOD, specifically reimbursement for language classes. Tuition reimbursement is still available, up to \$2000 per language. Complete program details are available on ATLAS under the FA LOD section of the Hot Links.

The next Scheduling meeting for Northwest Inc. and AFA is scheduled for Feb. 12, 2009.

Respectfully Submitted by,

Greg Frattini, Scheduling Chair

Karen Jay, Reserve Chair