

Welcome

Delta

Association of Flight Attendants-CWA, AFL-CIO

Flight Attendants

Summer 2007

We Are Going Forward

Dear Delta Flying Partner,

Enthusiasm is growing among Delta flight attendants for the campaign to bring a unifying, democratic structure to our work group along with the many benefits and privileges of union membership.

As you consider supporting union representation for our flight attendant group, please take a few moments to carefully reflect on what we have to gain. We, your flying partners at Delta, have produced this newsletter with the goal of presenting you with detailed information about the advantages of membership in the Association of Flight Attendants-CWA (AFA-CWA).

We have solicited assistance from AFA-CWA legal, research and communications staff in developing this newsletter to offer you an example of the quality services that AFA-CWA members enjoy. Bear in mind, this is only the tip of the iceberg. Flight at-

tendants who join AFA-CWA also reap the benefits of the union's award-winning Employee Assistance Program, highly skilled professional staff negotiators, and an influential government affairs program. In every aspect of the union's work, there are opportunities for member training and participation. Membership in AFA-CWA is about so much more than negotiating collective bargaining agreements: It is about improving our profession through professional development, personal growth and involvement.

Please read this newsletter with an open mind so that you can weigh the pros and cons of union membership and draw your

own conclusions. We also ask that, in making your decisions, you consider the important role of unions in giving employees a say in how management decisions are made, rather than leaving the fate of our wages, benefits and working conditions to the whims of management.

By organizing our work group today, we can build on our positive relationship with management and encourage a climate of mutual respect that can only be built when both parties stand on equal ground.

Once you have had the opportunity to inform yourself about AFA-CWA and the many benefits of union membership, we are

confident that you will join our growing group of Delta flight attendant activists who are working to unite our work group with the largest and strongest family of flight attendants in the world. Please join us!

In Solidarity,
*Delta/AFA-CWA
Steering Committee*



Protecting Your Seniority When Airlines Merge

Over the past few years we've heard a great deal about the crisis of the airline industry. Overpriced fuel, the invasion by low cost carriers and over capacity among the legacy airlines – all airlines are facing cutthroat competition, while some struggle merely to survive.

“Contracts are legally enforceable; management promises are not.”

Airline analysts have repeatedly noted that resolving the industry crisis will include consolidation of legacy carriers through merger, acquisition, sale, lease or liquidation to decrease capacity. In a consolidation scenario, Delta flight attendants need to know what protection we have as employees participating in a merger.

Delta executives say they will take care of us and that they won't agree to a merger unless our seniority and jobs are protected. Sounds good, right? But they aren't telling us the full story.

There are two sides to a merger transaction, two airlines and two sets of executives. One side does not get to simply dictate terms to the other; it's a negotiation. And, management is legally required to entertain an acquisition or merger proposal if it's good for the shareholders. There is no comparable legal requirement that the merger has to be good for the employees. So, even if management wants to protect our jobs and seniority, in the real world of mergers and acquisitions they would be legally required to

go through with a deal that 'maximizes shareholder value' even if it's bad for the employees.

A Legal Binding Contract – Our Only Real Protection

If management cannot guarantee us real merger protection, we have to look elsewhere to legally safeguard our seniority, pay and benefits in the event of a merger. The only legally binding protection available to us is to have a collective bargaining agreement, a union contract. A collective

bargaining agreement can provide specific, enforceable protections, and AFA-CWA has more experience negotiating these provisions than any other union that represents flight attendants.

A contractual scope provision ensures that flight attendants for some other carrier will not take over our flying as a result of a merger. The term "scope" refers to the scope of the contract's coverage. Most AFA-CWA con-

tracts cover all flying traditionally performed by flight attendants on that seniority list. Some provide that the contract covers all flying conducted by that company, or with that company's aircraft. It's a form of job protection because without it, our airline could give away all or part of our flying in a merger, and lay off our flight attendants. Without scope protection they could allow the flight

attendants at the other carrier to do our flying, or force us to move over there to keep our flying.

Contracts are legally enforceable; management promises are not. If management violates their promise to protect our jobs, there's literally nothing we can do about it. If, on the other hand, we have a legally binding union contract, AFA-CWA attorneys can use arbitration or even federal court litigation to enforce our protections and safeguard our rights.

Seniority Protection for Delta Flight Attendants

Our AFA-CWA "date-of-hire" merger policy provides a level of certainty in the event two AFA-CWA carriers are merged. If Delta flight attendants join AFA-CWA before a merger they will ensure this protection for themselves. AFA-CWA merger policy stipulates that the union will support us should we find ourselves defending our seniority before an arbitrator or a judge.

Experience has shown that the AFA-CWA merger policy is the best way to protect flight attendants.

For example, TWA flight attendants suffered greatly when American took over TWA's operations. All of the TWA flight attendants – even long-term veterans – were tacked onto the bottom of American's seniority lists. Delta's anti-union firm is spending a great deal of time talking about the AA/TWA merger. But they overlook

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Your Seniority *from page 2*

one important fact – AFA-CWA was not involved in that transaction; those flight attendants did not have AFA-CWA's protections.

TWA flight attendants fought this in the federal courts, but their case was dismissed in its entirety. They did not have the contractual provisions that are in most AFA-CWA contracts, and they did not have our merger policy to protect them. TWA flight attendants also joined forces with Missouri Senator Bond in an attempt to address the issue through legislation. Those efforts gained little attention and were also unsuccessful.

“AFA-CWA has an industry-leading policy for merging employee seniority lists.”

Without an existing merger policy and legally binding contractual provisions, TWA flight attendants learned the hard way about relying on management in preserving their seniority rights.

Stop and think about this for a minute. If Delta executives are promising to protect our seniority, why are their consultants making this veiled threat that, if we join a union, our seniority would suddenly be subject to attack like what happened to TWA flight attendants? If the executives are so committed to protecting our seniority, there's no reason for them to abandon that position if we have a union. Why would they attack our seniority in that scenario when they go on and on about promising to protect it?

Until recently it would have been very difficult to imagine that Delta Air Lines would be anything less than the buyer or the surviving carrier in a consolidation scenario. We all thought that we had chosen the right airline, and our

carrier was safe. But today, with the threat of mergers all around us, we are forced to rethink our position and consider the protection that could be afforded Delta flight attendants through the AFA-CWA merger policy.

The AFA-CWA Merger Policy

Recognizing that all flight attendants have similar duties and work in the same profession, AFA-CWA has an industry-leading policy for merging employee seniority lists. All AFA-CWA members receive equal protection of their current seniority status in the event of a merger between two AFA-CWA airlines. The AFA-

CWA “Merger Policy and Related Employee Protective Provisions” takes effect in the event of a merger, consolidation, acquisition of control, purchase, sale, lease or other similar transactions. Going into a merger, it is the date from which each flight attendant accrues bidding seniority on her/his current seniority list that determines how seniority is merged.

Born in 1986 after the turbulence that followed deregulation

of the industry, it is a powerful tool for protecting the seniority rights of flight attendants, and for easing the transition to newly combined work groups. It is designed to eliminate the disputes that too often have plagued other work groups in a merger. Most importantly, this frees the newly merged flight attendant work group to focus efforts on protecting jobs and winning a new contract that includes the best protections combined from the previously separate contracts with the respective carriers.

While the policy focuses on mergers between AFA-CWA-represented flight attendant groups where we as a union would have the greatest amount of situational control, it also covers mergers with carriers whose flight attendants are not represented by AFA-CWA. The policy states, “Seniority integration with a non-AFA carrier shall, to the extent legally possible, be accomplished by compiling an integrated seniority list in the same manner as provided for seniority integration between flight attendants on AFA carriers.” (The full text of the policy is posted on AFA-CWA's website www.afanet.org) Disputes, if any, are resolved through negotiations with the other union, or through arbitration if necessary.▲

Open Skies to Trigger Industry Consolidation

The recently negotiated 'Open Skies' treaty between the United States and Europe has been widely touted as “a new era for airlines.” The pact will open London's Heathrow airport, which handles the greatest volume of international passengers worldwide, paving the way for U.S. airlines to expand their markets, and will loosen restrictions on foreign ownership of U.S. airlines. By opening the trans-Atlantic aviation market to more competition, Open Skies promises to trigger a round of airline consolidation, according to industry experts who have touted the opportunities for consolidation as a “solution” for the industry. However, Open Skies extends no assurances of any kind to airline employees and, in the long run, will erode the wages and benefits of airline employees—unless we protect our jobs with a legally binding union contract.▲

Workers' Rights Make the Difference Around the World

By nearly every measure, countries with full collective bargaining rights rank high in key workplace and quality of life issues for working families, from health care and

retirement security to paid maternity leave and work hours. (See chart for details.)

Yet with these worker and family-friendly policies in place, productivity in many countries — France,

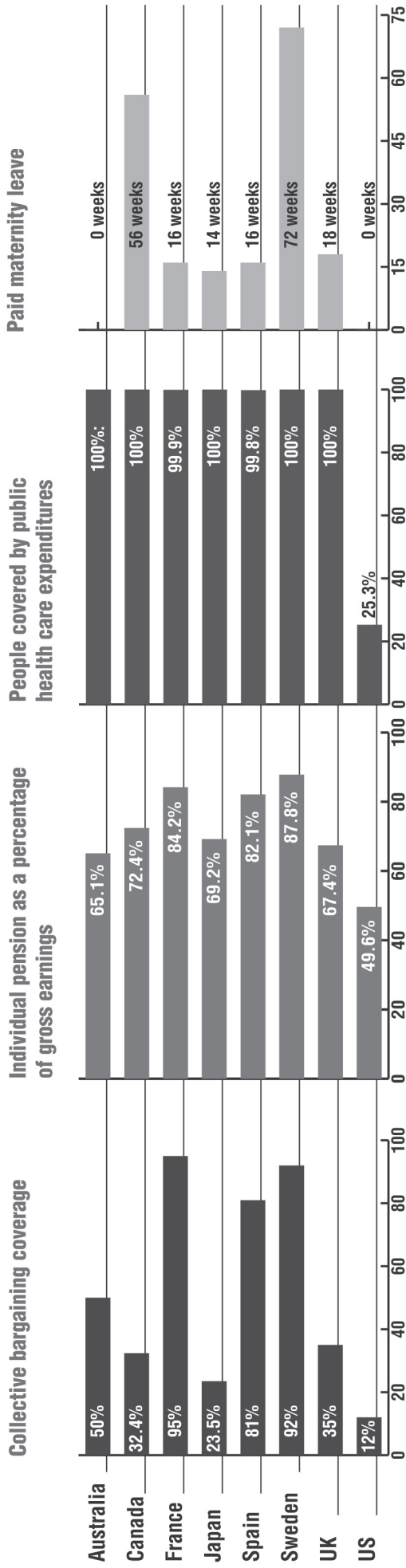
Belgium, Ireland, the Netherlands, Norway, to name a few — is higher than in the United States.

In the United States, collective bargaining coverage — the percentage of workers who are covered by

and can exercise their workplace rights — is about 8 percent for private sector workers and 12 percent overall, far lower than any other democracy in the world. This gap really makes a difference when it

comes to annual and sick leave, pensions, health care coverage and other policies that improve the quality of life of all of us.

How Does the United States Stack Up?



The Effects of Bankruptcy...

Delta vs. Major AFA-CWA Carriers

The following is a comparison of wages, working conditions and job security for flight attendants at the largest AFA-CWA (AFA) carriers with those at Delta Air Lines. This comparison illustrates the overall pay cuts and concessions obtained by management through the bankruptcy restructuring process.

While our entire industry has seen massive reductions in wages since September 11, 2001, and we have all suffered severe impacts to our profession, the importance of collective bargaining is self-evident. AFA has worked hard to retain many of the quality of life issues important to flight attendants. Our strategy over the past several years has been to position ourselves for post-bankruptcy negotiations from a stronger platform – one which allows the restoration of economic losses without having to completely reinstall important work rules and premiums which management tried to remove from our contracts. We think you will agree that the items we have maintained illustrate just how important it is to have a voice in bankruptcy negotiations. As we look to a future ‘progressive’ bargaining environment, AFA members will begin those negotiations from a much stronger position.

Note: Northwest flight attendants’ current wages and working conditions have intentionally been excluded from this comparison, as they have not yet reached a ratified contract. At the time this publication goes to print, NWA flight attendants are still working under terms negotiated by their former independent union, PFAA. Once they obtain their first AFA contract, this summary will be revised.

	United – AFA	US Airways – AFA*	Delta – Non-Union**
<u>COMPENSATION</u> Domestic Hourly Rates	Start: \$17.57 14th yr.: \$ \$37.82 Rate increases each year until contract is amendable. Note: Reserve F/A’s earn an additional \$1.86 per credit hour (w/increase every year until contract is amendable)	Start: \$18.75 14th yr.: \$37.97 Rate increases each year until one year beyond amendable date.	Start: \$17.61 13th yr.: \$39.49 Increases (or decreases) at management’s discretion.
International Pay	Separate international pay rates (premium varies by year of service, average is 7.2%)	\$3.00/hr. override for transoceanic segments. On 1/1/12, override will be paid for all international flying.	Eliminated 11/1/05 (was \$2.00/hr. before cuts began, then was reduced to \$1.80 on 1/1/05, and eliminated entirely on 11/1/05)
Hourly pay reductions	17.6%, domestic and international.	<u>Domestic</u> Years 1-5: 9.0% Years 6-13: 15.0% Year 14: 14.4% <u>International</u> Years 1-5: 9.0% Years 6-13: 15.0% Year 14: 14.4%	7/04: blended base and incentive pay to create a single rate, based on a 75 hr. yield 1/05: new blended rate reduced by 10% 11/05: new blended rate further reduced by 9% for most flight attendants and 10% for those at the top pay rate These percentages do not include loss of international pay.

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	United – AFA	US Airways – AFA*	Delta – Non-Union**
Average Pay Cut for 85-hr line – Domestic	17.6%	13.0%	21.5%
Average Pay cut for 85-hr line – International	17.6%	12.0%	25.4%
Monthly Guarantee	65 hrs for line holders 75 hrs for reserve line holders Note: \$1.86 reserve override for each credit hour earned by a reserve F/A. Override effective 5/1/07 and increases every year until contract is amendable.	71 hours for line holder 73 hours for reserve line holder	None Since there is no guarantee, F/As may fly as much as they want or drop down to 0. (Avg. 540:00/yr. must be flown to retain benefits.)
Holiday Pay	2 x hourly rate for flying on 5 holidays. Specific holidays vary by domicile country. Note: Holiday pay paid to a F/A who flies on her/his birthday.	Hourly rate of pay times the credited flight time for the trip, divided by the number of hours away from home, multiplied by the number of hours away from home falling within the holiday, divided by two. Holidays are Memorial Day, Christmas and New Year's Day. 2 x hourly rate when F/A is required to attend co. meetings or training on a holiday.	\$20.00/hr. premium for flying (actual, not scheduled) on 5 company-designated holidays. F/As lost 3 days of Authorized Leave in exchange for this provision.
Furlough Pay	Variable based on longevity. Between 2 wks of pay (for 1 yr) to 4.5 months of pay (for 10+ yrs)	Variable based on longevity. Between 2 wks of pay (for 1 yr) to 4.5 months of pay (for 9+ yrs)	Variable based on longevity. 1 wk. pay per completed yr. of service (min. 2 wks. pay). Max. 13 wks. pay. At management's discretion.
Ground Holding Pay and Rules	1/2 credit for pay purposes including premium pay on act. minute basis for all holding time in excess of 0:10 beyond sch. ground time or block arrival time. Note: F/A not required to remain onboard with pax in excess of 4 hrs at a time or more than 5 hrs during a duty period	\$7.00/hr. when actual ground time exceeds schedule by 0:30 (0:45 when waiting to change crews at crew change stations). Note: F/A not required to remain onboard in excess of 3 hrs if replacement F/A's available	\$14.74 for a delay of 1:00 or more w/pax on board.

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Guarantee, Leg	Greater of actual or scheduled block time, recorded cumulatively on a stop-to-stop basis, shall be credited for pay purposes.	Greater of scheduled or actual block time. Underfly is not offset by going over schedule on another leg/segment.	Minutes under are guaranteed by rotation. Example: A trip contains two segments for a total of 6 block hrs.; the first segment departs on-time and arrives 0:10 early; the second segment departs on-time and arrives 0:15 late. The F/A is paid 6:05 for the trip.
Language Pay	\$1.45/hr Future increases scheduled. Language incentive, paid on certain other flights both dom and int'l: \$0.83. re increases scheduled.	\$2.00/hr For F/A who is qualified in the applicable language for the flight but is not filling a required language position: \$1.25/hr.	\$1.35/hr.
Lead/Purser Pay	B737, A319, A320, B757: \$2.09 B747, B777, B767: \$4.18 Aft Purser B746: \$2.32 B747 Lower Galley (aft & forward), B747 First Class Galley Main Deck (w/24+ pax): \$.93 All premiums increase each year until contract is amendable	B737, A319, A320: \$1.75 A321: \$2.25 B757 Dom: \$2.00, Int'l: \$2.75 B767, A330 Dom: \$2.50, Int'l: \$4.50 B757, B767, A330 (Aft Lead and Envoy/Business Class): \$1.00 All premiums increase during contract.	Domestic and Latin America Flight Leader: \$2.70 “A” Flight Leader Transoceanic: \$5.40 “B” Transoceanic Service Leader: \$2.70
Per Diem (hourly)	Domestic and Hawaii: \$1.50 International: \$1.75	Domestic: \$1.90 (increases to \$2.00 on 12/31/08) International: \$2.10 (increases to \$2.20 on 12/31/08)	Domestic: \$1.85 Transoceanic: \$2.40
Reserve Premium	\$1.86 override for each credit hour earned by a reserve F/A. Override increases every year until contract is amendable	None	None
Rigs	1:3.5 TAFB (F/As paid at least 1 hr. for every 3.5 hrs. away from base)	1:3.5 TAFB Average minimum of 5 hrs for each day of a trip.	1:4 TAFB, for completed trips only (1:3.5 if away from

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	<p>Average minimum of 5 hrs for each day of a trip. Example: 1-day trip is worth at least 5 hrs, 2-day trip is worth at least 10 hrs, etc.</p> <p>1:2 (F/As are paid at least 1 hr. for every 2 hrs. in a duty pd.)</p>	<p>Example: 1-day trip is worth at least 5 hrs, 2-day trip is worth at least 10 hrs, etc</p> <p>1:2.25 day flying 1:1.2 night flying</p>	<p>home base for pairing extending more than 4:00 past sch. release; for completed trips only)</p> <p>4:45 duty period average (applies to each duty period for all rotations)</p>
Short Crew Pay	\$5.00/hr.	\$10.50/hr. with increases during the contract.	\$5.73/hr.
Training Pay	<p>Trips missed or \$9.00/hr. (min. 1:00 pay) for 3 training events per calendar year.</p> <p>Trips missed or \$9.00/hr. (min. 3:00 pay) for 4th or more training events per calendar year.</p>	\$60.00/day for every training day or home study (increases to \$75.00 on 1/1/12), plus per diem for training and travel days.	<p>Recurrent and non-regulatory: 2:45 (Add'l. \$50.00 for travel days)</p> <p>CPT training: \$10.00/hr.</p> <p>Required training & meetings (including Leadership Training and Aircraft Training): \$12.00/hr.</p> <p>No pay for International Training – considered voluntary</p>
Vacation Pay	<p>Line holder: 2:36/day</p> <p>Reserve: 3:57/day in 30-day mo., 3:45 in 31-day mo.</p>	<p>7 or more consecutive days: 4:00/day</p> <p>Less than 7 consecutive days: 3:30</p>	2:45/day
<u>DUTY & BLOCK LIMITATIONS</u> Domestic Block	<p><u>Domestic Block</u> F/A may not be scheduled for more than 8 hours in a 24-hour period. A F/A may be scheduled for up to 8:30 on a 2-leg single duty period trip.</p>	<p><u>Domestic Block</u> F/A may not be scheduled for more than 8 hours in a 24-hour period.</p>	None, except for FARs
Domestic Duty	<p><u>Domestic Duty</u> Duty period starting between 0500 and 1859: 13 sch, 14.5 actual Duty period starting between 1900 and 0459: 11.5 sch, 13 act, except for a duty period that contains a break of at least 5 hrs, block to block, or twice the number of hrs of duty aloft in</p>	<p><u>Domestic Duty</u> Duty period that takes place between 0500 and 1259: 14 sch, 15 actual Duty period that partially takes place between 0100 and 0459: 12 sch, 15 actual Duty period that encompasses all the hours between 0100 and 0500: 10 sch, 15 actual</p>	Max. 14:00 scheduled; not required to remain on duty more than 16:00.

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	the duty period preceding the break, whichever is greater, 13 hrs shall apply (instead of 11.5) or 12 hr for a duty period starting 000-0459.		
International Duty	<p><u>International Duty</u> 13 duty hrs sch/15 duty hrs actual for a duty period with 8 or less credit hrs.</p> <p>14 duty hrs sch/16 duty hrs actual for a duty period in excess of 8 hrs, a flight departing from a non-domicile or a charter.</p> <p>14:30 duty hrs sch/16:30 duty hrs actual for a single leg with block between 1:30 and 12.</p> <p>Non-stop flights in excess of 12 block hrs have a duty maximum of 3 hrs plus the combination of check-in, flight time, customs and debriefing time.</p>	<p><u>International Duty</u> Unaugmented crew: 14 sch, 15 actual Augmented crew: 14 sch, 16 re-sch, 18 actual</p>	<p>16:00 sch. max. (including flying bet. contiguous 48 states and Alaska, Hawaii, Canada, Bermuda, the Caribbean, Central/South America and Mexico.</p> <p>Ultra Long Range flying can go up to 20:00, depending on staffing.</p> <p>In all cases, Co. will go down to FAR mins.</p>
7-Day Maximum Duty	F/A may not be scheduled or rescheduled to exceed 30 hours in 7 days. F/A may waive this provision.	F/A may not be scheduled or rescheduled to exceed 30 hours in 7 days. F/A may waive this provision.	None
<u>FURLOUGH</u> Voluntary	Must offer voluntary furloughs prior to involuntary furloughs. Negotiated improved voluntary furlough provisions with insurance coverage) and passes while in bankruptcy.	Must offer voluntary furlough prior to involuntary furloughs. Negotiated improved voluntary furlough provisions with insurance coverage and passes while in bankruptcy	Not required to offer voluntary furloughs. F/A's who took a voluntary furlough after 9/11 were required to sign a document that acknowledged the company was under no obligation to recall them; not all of these F/As were brought back after their leave was over, but went on involuntary furlough instead.
Involuntary	Enough UAL F/As accepted voluntary furloughs that involuntary furloughs were not necessary. Would furloughs	Involuntary furlough done in inverse system seniority with unlimited recall rights and passes for 12 months.	Involuntary furlough done in inverse seniority on a system-wide basis; recall rights for 5 yrs.

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Furlough Avoidance Programs	<p>have been necessary would have been done in inverse system seniority with recall rights for 6 years.</p> <p>Negotiated but not used.</p>	<p>Various voluntary separation packages negotiated with lump sums, passes, insurance.</p>	<p>Some voluntary separation packages offered All at management's discretion.</p>
<u>RETIREMENT</u> Defined Benefit Plan	<p>Pension terminated & transferred to PBGC; replaced with defined contribution plan.</p> <p>Any benefits due under the defined benefit plan are in addition to Social Security benefits.</p>	<p>Pension terminated & transferred to PBGC; replaced with defined contribution plan.</p> <p>Pension benefit may include Social Security offset for F/As hired before 5-1-00 (depending on formula used to calculate benefit).</p>	<p>Pension frozen; replaced with defined contribution plan.</p> <p>Social Security offset.</p>
Defined Contribution Plan	<p>Direct co. contribution of:</p> <ul style="list-style-type: none"> • 2.5% of earnings for flight attendants on seniority list before 1-1-06. (Increases to 3% on 1-1-08.) • 1% of earnings for flight attendants on seniority list after 1-1-06. (Increases to 2% on 1-1-08 and 3% on 1-1-09.) 	<p>None</p>	<p>Effective upon emergence from bankruptcy:</p> <ul style="list-style-type: none"> • Direct co. contribution of 2% • 100% company match up to 5%.
401(k) Plan	<p>Co. match: 100% for F/A's first 3% contribution.</p> <p>Full vesting of co. 401(k) contribution in 3 years (F/As on seniority list at 1-1-06, the start of the new plan, were immediately 100% vested).</p>	<p>Direct co. contribution to 401(k) of 3%, beginning 1-1-08.</p> <p>Full vesting of co. 401(k) contribution in 1 year (F/As on seniority list at 1-10-05 were immediately 100% vested).</p>	<p>Full vesting of co. 401(k) contribution after 2 yrs. of service (everyone that has been with Delta for 2 yrs. at that time will be 100% vested).</p>
Reserve	<p>Reserve rotation system. Top 25% of each base exempt from reserve.</p> <p>Notwithstanding the above, F/As spend first 5 yrs. (or until seniority allows them to hold a line) on reserve. Thereafter, at each base, reserve rotation (one month on, one month off).</p>	<p>Reserve based on seniority in domicile.</p>	<p>Most junior F/As at each base are subject to 3 available (reserve) days per month. Actual number varies depending on the base and operational requirements for the month.</p>

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Sick Leave	<p>Accrue 4:00/hmo.</p> <p>Paid 100% of trips missed</p> <p>950 hr maximum bank</p>	<p>Accrue 5:00/mo</p> <p>Variable pay based on trips missed or 3.5 per day and number of sick claims during a calendar year</p> <p>1500 hr maximum bank</p> <p>Note: Contract provides for personal days in addition to sick leave.</p>	<p>F/As Paid Personal Time (PPT) to be used for illness, injury or personal time. Accrues at the rate of 2.29 hrs./mo. (works out to 27:30/yr.) Time cannot be carried over into following year, but time unused at the end of the year is paid out.</p> <p>Pay: for unsch. PPT, trips missed for line holders, up to the 27:30.</p> <p>Paid 5:30/day if used for personal time.</p>
Vacation Accrual	<p>Variable, based on longevity.</p> <p>1st yr is 12 days</p> <p>25th yr is 40 days</p>	<p>Variable, based on longevity.</p> <p>1st yr is 7 days</p> <p>23rd yr is 28 days.</p> <p>On 1/1/09 new accrual rate for 30+ yrs of 35 days.</p>	<p>Variable based on longevity.</p> <p>1st yr is 14 days</p> <p>11th yr is 28 days</p> <p>(Those who completed 18 yrs. of service by 3-31-06 were grandfathered in @ 35 days/yr.)</p>
<u>MISCELLANEOUS ISSUES</u> Commuter Policy	<p>F/A must list for two flights that will arrive at the domicile prior to report time. If both of the flights are late, cancel or are full, F/A discipline (if any) will be handled with reasonableness and fairness. Missed trip cannot itself trigger the discipline.</p>	<p>F/A must list for two flights that will arrive at the domicile at least one hour prior to check in. If both of these flights are late, cancel or are full, F/A will be removed from trip, split back on to the trip or given another trip without any discipline twice in a year.</p>	Not stated
Domicile Bidding	<p>Domicile bids awarded based on seniority, home address and discipline status are not a factor.</p>	<p>Domicile bids awarded based on seniority, home address and disciplinary status are not a factor.</p>	<p>Domicile bids awarded by seniority; numbers awarded are at company discretion.</p> <p>AFP bids are awarded to F/A's who lived within 75 miles from the airport and only to F/A's who are not in the disciplinary progression.</p>
Jumpseat/Reciprocal Cabin Seat	<p>For the exclusive use of United flight attendants, onboard service personnel and other specially authorized by the Sr.V.P-Onboard Service. Jump-</p>	<p>For the exclusive use of US Airways flight attendants. Jumpseat authority shall not be denied due to aircraft weight restrictions.</p>	<p>Delta pilots can occupy an open F/A jumpseat, but cannot bounce a F/A from that extra jumpseat.</p>

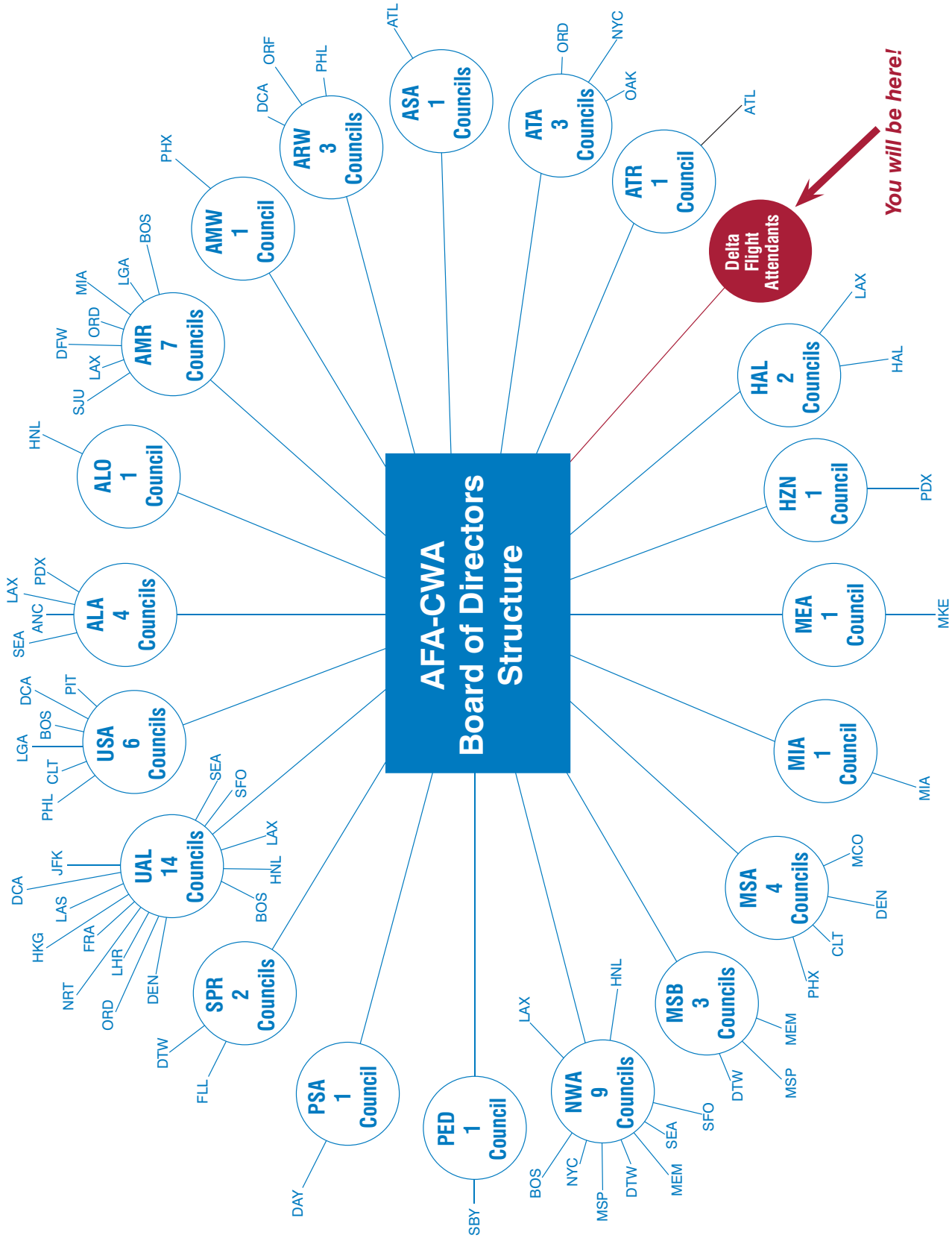
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	United – AFA	US Airways – AFA*	Delta – Non-Union**
	<p>seat authority shall not be denied due to aircraft weight restrictions.</p> <p>Currently in discussion to provide a pilot-like reciprocal jumpseat program that would allow F/A's from other airlines to occupy an unoccupied cabin seat.</p>	<p>Currently in discussion to provide a pilot-like reciprocal jumpseat program that would allow F/A's from other airlines to occupy an unoccupied cabin seat.</p>	<p>Has reciprocal (flow-back) agreements for passenger seats on JetBlue, American, American Eagle, ATA, Frontier and Southwest-space available at no charge.</p>
Personnel File and Discipline	<p>F/A has right to AFA representation at all stages of the disciplinary process and may file a grievance over the discipline. Grievance may lead to arbitration for a final and binding decision.</p> <p>All letters of a discipline or derogatory nature will be removed after 2 years if no further discipline. All items placed in file must be given to F/A.</p> <p>The F/A and AFA are entitled to see all complaint letters, including the name of the person making the complaint. Pax complaint letters will be removed from the file after 12 months if no further pax complaint letters.</p>	<p>F/A may only be disciplined for just cause. F/A has a right to AFA representation at all stages of the disciplinary process and may file a grievance over the discipline. Grievance may lead to arbitration for a final and binding decision.</p> <p>All letters of a discipline or derogatory nature must be removed from personnel file after 12 months. All items placed in file must be given to F/A.</p> <p>The F/A and AFA are entitled to see all complaint letters, which must include the name of the person making the complaint.</p>	<p>Company may discipline F/A for any reason. F/A has no right to representation or a grievance procedure.</p> <p>Company not required to give F/A copy of any letters in the personnel file or to allow a F/A to see a complaint letter. Discipline or derogatory letters stay in the personnel file at the company's discretion.</p>
Sale and Merger Protections	<p>Contract is binding upon any successor of the Company; jobs and seniority protected.</p>	<p>Contract is binding upon any successor of the Company; jobs and seniority protected.</p>	<p>None</p>
Scope	<p>All flying must be done by UAL flight attendants on the system seniority list, except under certain contractually limited circumstances</p>	<p>All flying must be done by US Airways flight attendants on the system seniority list, except under certain contractually limited circumstances.</p>	<p>No scope protection</p>
Seniority List	<p>Seniority list posted, F/A's given full access to seniority list. F/A may file a grievance regarding incorrect placement on the seniority list.</p>	<p>Seniority list posted, F/A's given full access to seniority list. F/A may file a grievance regarding incorrect placement on the seniority list.</p>	<p>None</p>

*US Airways currently in negotiations for a new contract due to merger with America West.

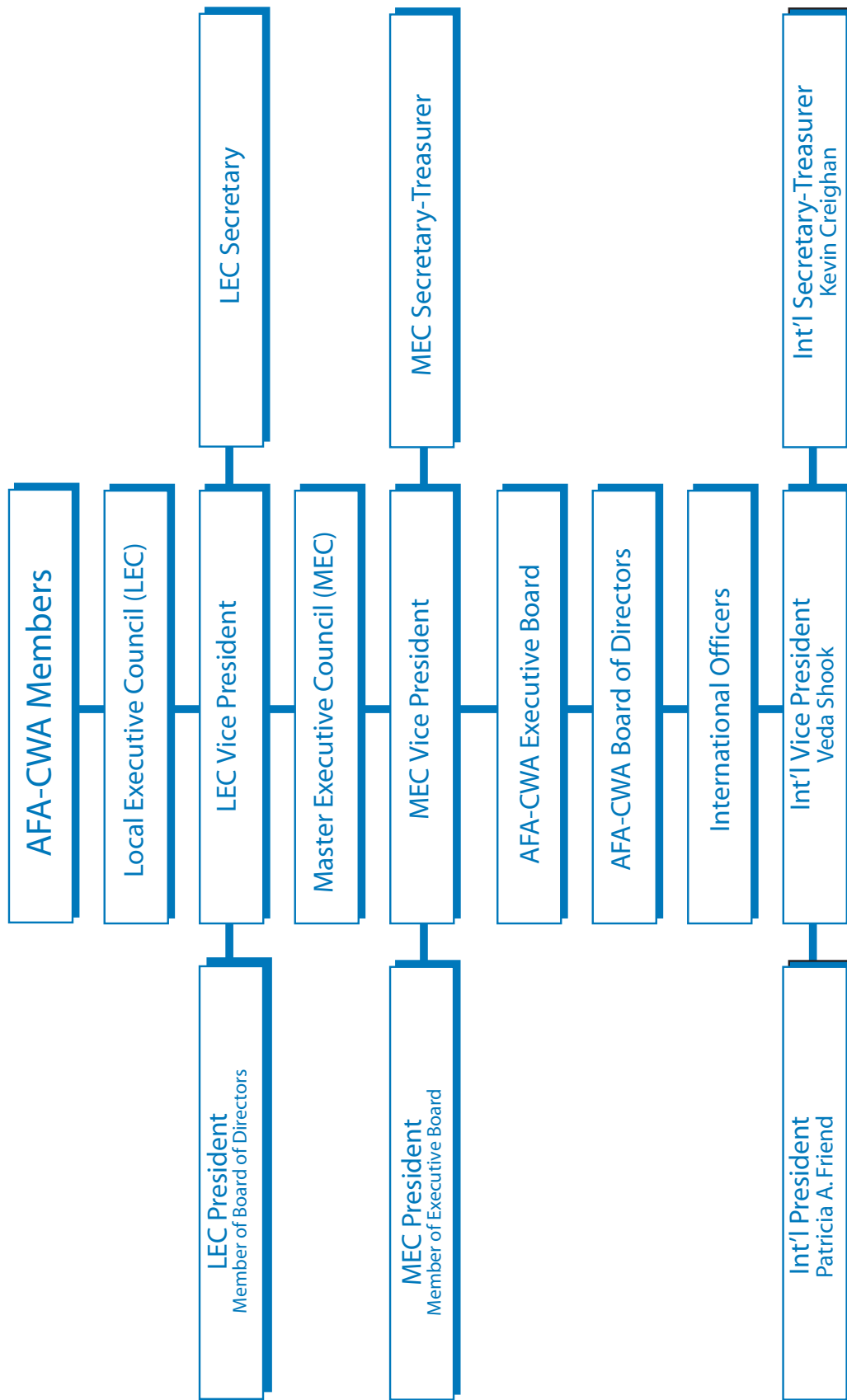
**All current polices at Delta are in place at company discretion, they may change at any time.



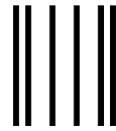
The AFA-CWA Board of Directors consists of the presidents of all local councils (local councils exist at each flight attendant domicile at each of the 20 airlines represented by AFA-CWA). The Board of Directors meets annually to determine AFA-CWA's program, priorities and strategies for the coming year.



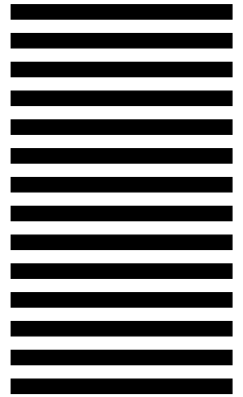
AFA-CWA Structure



A democratic, member-driven union structure is specifically defined in the AFA-CWA Constitution & Bylaws. AFA-CWA members directly elect local executive council presidents who form the Board of Directors, AFA-CWA's highest governing body.



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Stay Informed and Involved!

- Join the Delta Flight Attendant Discussion Forum at *www.ItsTimeDelta.net*
- Visit the official campaign website at *www.deltaafa.org*
- Sign up to receive Jointogether, our weekly digest of news and interactive discussion at *jointogether@DeltaAFA.org*
- Check the box at the bottom of your union authorization card to help out with the campaign
- Become a regional leader for the flight attendants in your state or local community by simply writing 'Regional' or 'local community' beneath the check box.

Yes! I want the respect and fairness on the job that a legally binding negotiated contract will provide and I want to join forces with thousands of other flight attendants for positive change in our industry. I want the Association of Flight Attendants-CWA to represent me and the other flight attendants at my airline.

Print Full Name

Address

City

State

Zip

Home Phone

E-Mail Address

Airline

Employee #

Base/Domicile

Signature

Date

Check this box if you will encourage other flight attendants to join AFA-CWA.



Let Us Decide!

By completing, signing and mailing this AFA-CWA union representation card that you will find in this newsletter, you will help us call for a union election*. Only if more than 50 percent of Delta flight attendants send in completed, signed cards, will the National Mediation Board will hold a union election on Delta property. So, let Delta flight attendants decide by sending in your card today!▲

*Complete confidentiality will be maintained at all times. The information on your union authorization card will never be disclosed to Delta management



Association of Flight Attendants-CWA, AFL-CIO
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Washington, DC 20001
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