



Two Traditions, One Global Airline Destination: Representation



Richard's Recent Communication Regarding Pay Raises - Fact Or Fiction?

By FLM Delta F/A - Angela Winningham (Member of C3)

On November 6, 2008, Richard Anderson announced a pay increase for all Delta 'folk' excluding any employees covered by a Collective Bargaining Agreement. Richard's exact words; "For those of you who have just joined the Delta family, if you are already covered by a collective bargaining agreement, we are not allowed to apply our pay policies until representation issues are resolved. So in the meantime you will continue to have the pay provided for in those agreements."



I thought that statement to be very odd and out of character for My Delta. Back in March of 2007, prior to exiting bankruptcy, Delta CEO Gerald Grinstein granted pay increases and equity to all Delta employees (whether they were protected under a CBA or not). I referenced the Northwest Flight Attendant Contract and spoke with NWA flight attendants to better understand Richard's reasoning. Here are some of the facts I uncovered:

- In October 2008, leadership at the 'new' Delta awarded stock to NWA flight attendants even though this stock award was not specifically referenced in their current CBA.
- In December 2007, NWA management doubled holiday pay (outside of the CBA) which flight attendants gladly accepted. The increase meant that a flight attendant who kept perfect attendance between December 23, 2007 and January 3, 2008 could receive up to \$1,075 in Holiday Pay vs. the \$650 called for in their CBA.
- In February 1999, NWA management granted a 4% pay increase at all seniority levels for flight attendants (outside of the CBA).

The evidence is compelling. The more information Richard et. al. share with us, the more obvious it is that we must protect ourselves with a legally binding contract. Delta Air Lines is a business; the bottom line is profit and shareholder price. If it becomes apparent to our Leadership Team that changes need to be made in order to earn a greater profit, Delta will do whatever it takes. Richard and the rest of our leadership team have contracts to protect their pay and benefits. Don't we, as the face of Delta, deserve the same?

Yes, Richard Delta has always been a special place to work. Delta has always prided itself on the fact that it built the company based on ethics, trust and taking care of it's people.

Sadly, these days business is no longer done on a handshake. In order to protect our careers and profession, I urge everyone to vote for representation. Only then can we obtain a legally, binding contract with job protection. That fact becomes more clear everyday Nothing personal, Richard. It's just business.

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