



November 10, 2008

Mr. Richard Anderson, CEO
Delta Air Lines, Inc
P.O. Box 20706
Atlanta, GA 30320

Re: Pay Raises for Flight Attendants Covered Under the NWA-AFA CBA

Dear Richard:

I am writing in response to your recent communication to the employees of the combined NWA/Delta "family" regarding pay increases. You state that "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."

Richard, I find it absolutely inconceivable that you would make that statement in a mass communication, in the very early stages of employee integration. You have been involved in the airline industry for almost twenty years and have been part of the merger and consolidation process. I would like to think that the merger integration team would have learned from the mistakes of past mergers. The key to a successful integration will be to include all employees in the process, without using these kinds of divisive tactics that have failed in previous mergers.

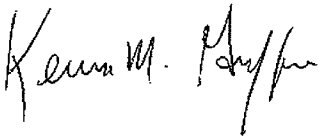
Moreover, nothing in the NWA-AFA collective bargaining agreement prohibits a pay increase to unionized flight attendants. To remove any doubt, AFA-CWA submits this letter as an explicit waiver of any contractual or legal claim it may have related to Delta's award of a unilateral pay increase to the flight attendants covered under the NWA-AFA collective bargaining agreement. As a result, there is no legal impediment preventing Delta from giving a pay raise to its unionized flight attendants who have just joined the Delta family. As valued members of the Delta family, the Northwest flight attendants deserve nothing less.

Considering the current state of the U.S. economy, a pay raise for all flight attendants would not only be very welcome, but would help make up for the concessions that we've all given over the past few years to save Northwest and Delta Air Lines from bankruptcy, allowing these two legendary airlines to survive and merge as one. A pay raise is the appropriate move at this early stage of integration.

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Please let me know when you will be available to talk, to work together to make this the truly great airline it can be in this global economy.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin M. Griffin". The signature is written in a cursive style with a large, stylized initial "K".

Kevin M. Griffin
Northwest Airlines Master Executive Council President
Association of Flight Attendants- CWA

Cc: Michael Campbell, EVP Delta HR & Labor Relations
Patricia Friend, International President AFA
Ed Gilmartin, General Counsel AFA
Scott Goodman, Staff Attorney AFA