



September 2008

Dear Fellow Delta Flight Attendant,

On April 15, 2008, our executives announced the long speculated merger with Northwest Airlines. While it was hardly a surprise to most of us, we still had to take a collective deep breath in order to absorb the magnitude of this announcement. Meanwhile, we moved forward with our election to join AFA which resulted in nearly 40% (5,300) Delta Flight Attendants casting votes **in favor** of representation. By any standard this is a large number and it shows the power we can demonstrate when we act together. Many of our supporters have asked us, however, why we did not achieve 50% plus 1 of the vote. Here is a short list of the obstacles our campaign faced:

- Many FAs on 'voluntary' furlough (1,100) were not engaged enough to consider the representation question and in most cases we had no contact information in order to reach out to them.
- FAs lost/misplaced their voting instructions or didn't receive a duplicate VIN/PIN in time to vote.
- FAs simply couldn't decide 'yes or no' and did not vote, which is rewarded under NMB rules as a NO vote — a vote against the union.
- FAs wanted to wait until the post-merger or 'second' election and, in some cases, believed the false assurance from Delta management that they would get 'additional' seniority if they did not participate in the first election.
- FAs who took the voluntary severance/retirement package (821) believed they had little to gain from the outcome of the vote.
- FAs had not updated contact information with our campaign and could not be contacted.
- And, of course, some FAs simply did not support joining a union.

So where are we today? The merger with Northwest is moving at a lightning pace. Merger hearings in Congress have all but concluded. The European Union has given its consent. On September 25th the stockholders of DAL and NWA will vote on the merger. Regulatory approval from the U.S. Department of Justice is expected later this year. Once the NMB has determined that the 'new' Delta is operating as a single carrier (combined fleets, common uniforms, merged route systems, etc.) we will petition for another representation election because the NWA FAs comprise more than 35% of the combined group. This merger is going to happen quickly, so we must build an effective campaign. *We need your help in this effort.*

To prepare for this election, Flight Attendants from both DAL and NWA have formed a committee called the C3 (Campaign Coordinating Committee). The C3 was formed in early June and is comprised of Marianne Bicksler (DL), John Jablonski (DL), Paul Tanner (DL), Angela Winningham (DL), Rebecca Collier (NW), Sherry Eubanks (NW), Susan Squiers (NW) and Rich Stone (NW). In some of our earliest meetings we discussed the following questions that will be paramount to Delta Flight Attendants:

1. How is the second election going to differ from the election we completed last May?

Our first election culminated an 18 month process that began long before the merger was announced. Our campaign to join the AFA was in response to our management's many changes to our pay, benefits and work rules without our direct participation. Our decision to form a union was an initiative to take responsibility for ourselves vs. 'being taken care of' by Delta management. Our motivation for the first election hasn't changed

— even though the merger provides additional reasons for us to join AFA. The NWA Flight Attendants have been bargaining and negotiating their contracts for the last 60 years. They have been effectively ‘taking responsibility for themselves’ for generations and they have every intention of protecting this great American privilege at the new Delta. Working together, the DAL and NWA Flight Attendants can ensure the new Delta is truly ‘new’ with Flight Attendants representing their own interests.

2. How exactly are the DAL Flight Attendants going to ‘work’ with the NWA Flight Attendants?

The best answer to this question can be found on our website at: www.DeltaAFA.org. In short, we need the participation of both the DAL and NWA Flight Attendants to win. We know this is hard to ask of our group who spends extra days flying and less time at home. Our structure is designed around the state where you live (both DAL and NWA FAs) with each state having one DAL and one NWA FA designated as “State Chairs”. These volunteers will oversee “Info Reps” who live in the same state. Info Reps will be contacting all flight attendants throughout the campaign to answer questions and evaluate our progress. Please consider volunteering a small amount of time and join the campaign today! For more information including contact info, visit: www.deltaafa.org.

3. How are we going to challenge Delta management’s anti-union campaign this time around?

Delta management has made it clear they do not want unions to be a part of the ‘new’ Delta. Management promotes their ‘direct relationship’ because it is a controlled relationship between you, a lone individual, and management. Our campaign will show how union membership can achieve significant improvements for our entire flight attendant group while the direct relationship can only provide discourse for a single FA. We’ll also appeal to our colleagues’ desire for professional recognition by elaborating on the following:

- **WE ARE THE FUTURE OF AFA:** As the world’s largest airline, the contract we negotiate will set the industry standard. For instance, if we can eliminate the threat of FA outsourcing we will protect international flying for thousands of American jobs. We will also be the indisputable leaders within the Association of Flight Attendants. Our size will give us the clout and strength to ensure that AFA is a formidable presence in Washington, D.C. to lobby for issues important to our careers.
- **FLIGHT ATTENDANT LEADERSHIP:** Just like flying with an inspiring flight leader, having a union led by the best of your peer group will give us strong representation. Peer elected leadership far outweighs a group of management selected individuals. Only when a leader is held accountable to the democratic process can the real merits of an individual and her/his actions be valued.

Our merger with Northwest is our opportunity to change things for the better for ourselves as well as for our new colleagues from Northwest. It’s our opportunity to lead - not follow –professional colleagues who want to partner with our management to build a premier global airline. *You can show your support and enthusiasm for our future by joining the campaign email list and sending in the enclosed card.*

In unity,
DAL C3 Members:
Marianne Bicksler
John Jablonski
Paul Tanner
Angela Winningham

Visit the campaign website at www.DeltaAFA.org

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.*

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State

Zip

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E-Mail Address

Airline

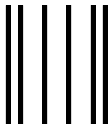
Employee #

Base/Domicile

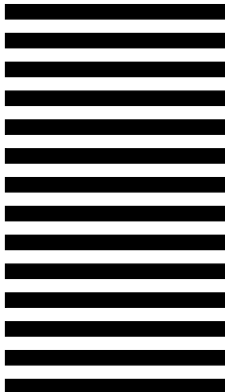
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