



September 2008

Dear Fellow Northwest Flight Attendant:

Welcome to our joint campaign with Delta flight attendants to preserve and advance our careers!

Over the past few months, NWA AFA leaders have assembled a comprehensive communication package covering a broad range of topics and offering new direction with the formation of the Campaign Coordinating Committee or "C3". The C3 was formed in early June and is comprised of Rebecca Collier (NW), Sherry Eubanks (NW), Susan Squiers (NW), Rich Stone (NW), Marianne Bicksler (DL), John Jablonski (DL), Paul Tanner (DL) and Angela Winningham (DL).

Together, we are responsible for the strategy, organization and communication of the campaign. As a team, we are honored to be given the opportunity to coordinate this effort. We also recognize our responsibility in guiding our flying partners through this process and providing the necessary tools needed for success. To learn more, visit our website at www.deltaafa.org and click on "About Our Campaign."

We ask that you carefully read the enclosed material and thank you for investing your valuable time in helping to secure our careers. We are confident you will draw the same conclusions as our AFA leaders: the future is here; the outcome depends on us; and we must do everything possible to secure our careers.

To put our present circumstances in perspective, let's look back at some key events and facts from the most recent to the oldest:

- Delta and Northwest announce a merger and make it clear to us that over 60 years of collective bargaining history and job security are threatened.
- Richard Anderson becomes CEO of Delta.
- Our underfunded NWA pension is frozen.
- NWA imposes 'terms and conditions of employment' with the blessing of the Bankruptcy Court.
- NWA tries unsuccessfully in contract negotiations to outsource 75% of our transpacific and transatlantic flying.
- NWA obtains the deepest flight attendant cuts in pay and benefits in our history (through the filing of an 1113e motion).
- NWA and Delta file for bankruptcy on the same day in the same court.
- NWA effectively 'busts' the mechanics union.
- Attorney Doug Steenland heads law firm handling Western Airlines bankruptcy filing.
- Richard Anderson is chief legal counsel for Frank Lorenzo and Continental Airlines at the time of their bankruptcy filing. Anderson is hired by Ben Hirst (then Continental, now NWA General Counsel and already named General Counsel for new combined Delta).

The days of denial and coincidence are gone. We must recognize that the anti-labor business plan hatched many years ago by our current and former CEOs was meticulously strategized. This includes the scare tactics used to thwart the Delta representation election. In order to survive this onslaught, we must acknowledge some harsh

realities and vault over the internal squabbling that often impede our progress. By banding together, we are able to unite in our fight to retain our collective bargaining rights. The timing, of course, could not be worse. As we begin to mourn the loss of our airline's name and identity, we are being confronted with the largest challenge ever to face the Northwest flight attendants; retaining our legal voice and the 60 plus years of collective bargaining we have earned. Your LEC, MEC and AFA-CWA International have had numerous conference calls and meetings recently to address a number of issues that affect flight attendants. We have attempted to prioritize these;

1. Streamlining the responsibilities of the LEC/MEC so more focus can be concentrated on the daily needs of the members

In the service model structure of our past unions there were flight attendants dedicated to addressing your needs on a full-time, salaried basis. In the AFA structure, many of our LEC officers fly a full or partial schedule, take your calls and work on a variety of other projects without salary. The growing pains of learning a new structure have yielded welcome criticism. Reducing the LEC workload will allow them to be more available to us.

2. Activating the membership as a vital part of the representation election

Many people worked very hard with the IMPACT program — showing that mobilization and member-involvement will be paramount in our campaign for continued union representation. Please join the campaign today by visiting www.deltaafa.org and clicking on "Join the Campaign."

3. Spotlighting the Representation Election. This process starts with the formation of a C3 and finishes after all of us have cast our vote FOR union representation.

This campaign is centered on the members and, in our view, requires everyone's participation. We know this is hard to ask of a group of people who spend extra days flying and less time at home but, if we do not actively participate in the battle of today, our future could be far worse. Our structure is designed around the state of residence (both NWA and DAL FAs) with each state having one NWA and one DAL FA designated as "State Chairs." These volunteers will oversee "Info Reps" who also live in that state. Info Reps will be contacting all flight attendants throughout the campaign to answer questions and evaluate our progress. Please talk with them and provide them with the crucial information we need. For more information on offering your talents as an Info Rep, visit the website: www.DeltaAFA.org or send an email to C.3@DeltaAFA.org.

Our representation will not continue unless 50% PLUS ONE of the combined, eligible NWA and DAL Flight Attendants participate in the election. The election will take place a short time after the merger is legally finalized. Stay informed and make sure you join the campaign email list by visiting the website or by sending in the enclosed card.

We have the opportunity to become the largest membership group in our flight attendant union. When this goal is achieved, we will have the privilege and obligation of setting a new global benchmark for the industry, returning fully merited respect and recognition to our profession.

In unity,
NWA C3 Members:
Rebecca Collier
Sherry Eubanks
Susan Squiers
Rich Stone

Visit the campaign website at www.DeltaAFA.org

Yes! I am committed to preserving our collective bargaining rights and retaining our legally binding contract in the upcoming merger with Delta Air Lines. Please add me to the campaign email list.

Print Full Name

Address

City

State

Zip

Home Phone

Email Address

Base

Signature

Date

Check this box if you are willing to encourage other NWA and Delta Air Lines flight attendants to protect our profession.



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 671 WASHINGTON, DC

POSTAGE WILL BE PAID BY ADDRESSEE

ASSOCIATION OF FLIGHT ATTENDANTS - CWA

PO BOX 34766

WASHINGTON DC 20078-1605

