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## Pay, Work Rules, Benefits AND SENIORITY

On Wednesday, February 11, 2009 the Delta Seniority Integration Committee (SIC) released their recommendation for a combined flight attendant seniority list. What does it mean and how does it relate to the DAL/NWA campaign?

### Delta Seniority Committee's *Recommendation* = AFA's "Date of Hire" Policy

We commend the SIC members for essentially recommending a "date of hire" approach to merging the seniority lists. The committee looked at many integration possibilities and ultimately agreed with AFA's long standing policy that "date of hire" is the most fair and equitable. This policy has been in AFA's Constitution and Bylaws for **over 20 years**.

#### Talk Of Merging Our Seniority Lists Is Premature Several steps need to occur prior to the merging of our respective seniority lists:

1. **Election for representation** conducted by the NMB which all DAL and NWA FAs on each carrier's seniority list will have the opportunity to participate in.
2. **Survey all FAs** on their preferred priorities for pay, work rules and benefits before contract negotiations begin (once we have secured representation for the combined FA group).
3. **Negotiate an industry-leading contract** at the world's largest carrier for all FAs based on survey feedback.
4. **Contract "road shows"** scheduled system-wide so that all FAs have the opportunity to review/comment on the negotiated agreement.
5. **Contract ratification vote** conducted for all DAL and NWA FAs on each carrier's seniority list to participate in.
6. **Merge respective seniority lists** once the contract is ratified (in other words, a majority of all FAs vote for the contract).

#### Our Timeline Should Be Just Like Our Pilot's Timeline

- Our timeline and seniority integration process should really mirror our pilots'. They (first) negotiated and voted on a contract - *then* - merged their seniority lists.
- By Delta's admission, crews will not be flying together until at least early 2010. Merging our seniority lists sooner will not change that. The pilot's lists are merged and they still don't fly together.
- Both pilot groups negotiated a combined contract with management, conducted "road shows", ratified their contract and merged their seniority lists **in 7 months**.
- Once we obtain representation, our contract negotiations and seniority integration can move just as quickly.

By voting for representation, we not only secure our rights to seniority, we also gain the right to negotiate and protect our work rules, pay and benefits. Our pilots and executives have all secured their futures by negotiating contracts.

*During these uncertain economic times, now more than ever... shouldn't we also safeguard our careers at the 'new' Delta Air Lines with representation and a contract?*

#### A Seniority List Needs The Protections Of A Contract

- ▶ The word 'seniority' is used in the NWA FA's current agreement **351** times! Seniority is an issue that can only be completely protected through a legal contract.
- ▶ NWA FAs, like every FA with an AFA contract, hold their seniority list with transparency for all FAs to see. The list can be viewed **in it's entirety at any time**.
- ▶ At Delta, the list is **held by management under lock and key**. While the Delta committee has put out a recommendation, how do we know their list is completely accurate?
- ▶ When we vote for AFA, together, we will have the legal right to verify the accuracy of a combined seniority list and it will be available for all FAs **to reference at any time**.