



ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL-CIO

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Michael H. Campbell, Esq.
Executive Vice President
Human Resources & Labor Relations
Delta Air Lines, Inc.
1040 Delta Boulevard
Atlanta, GA 30354-1989

Re: **NMB Case No. R-7254**
Delta Air Lines/AFA-CWA
(Profit-Sharing for Pre-merger Northwest Flight Attendants)

Dear Mr. Campbell:

Delta has announced that it is profit-sharing for pre-merger NWA ("PMNWA") Flight Attendants will be "approximately 3.2% of their 2010 eligible earnings," while the pre-merger DAL ("PMDAL") Flight Attendants will be awarded "approximately 6.5% of their 2010 eligible earnings." Unfortunately, Delta has decided to make these payments without providing any underlying financial detail to support its position other than reference to the Company's annual net profit for 2010. Further, Delta justifies these disparate payments as being caused primarily by AFA's refusal to abandon its efforts to remedy Delta's egregious and unlawful election conduct.

Like the October 1 pay raises denied the PMNWA Flight Attendants, the profit-sharing scheme is clearly another weapon in Delta's ongoing efforts to blame AFA for the Company's willful decision to commit outrageous carrier interference during the election period. The Delta Flight Attendants deserve better. Both groups should be rewarded equally for their invaluable contributions to the success Delta enjoyed in 2010. To favor one group over the other is an odd way to repay the hard work and sacrifice of important members of the "Delta Family."

As AFA made clear with respect to the October 1 pay raises, the Union will gladly waive any potential claims alleging that an equal profit-sharing payout to all Delta Flight Attendants taints the laboratory conditions of a new NMB-ordered re-run election.

The PMNWA Flight Attendants thank you for your consideration.

Sincerely,

Edward J. Gilmartin
AFA-CWA General Counsel

EJG/KTL

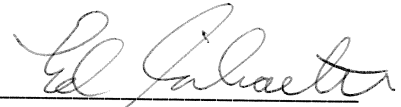
CERTIFICATE OF SERVICE

I hereby certify that on this 4th day of February, 2011, a copy of AFA-CWA's foregoing letter in Case No. R-7254, was sent via E-mail to the parties below:

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