

International Association of Machinists and Aerospace Workers



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Office of the General Vice President

October 30, 2009

Subject: Northwest/Delta Elections

Dear Northwest and Delta Employee:

The Machinists Union initiated the process to resolve union representation issues for the Northwest/Delta fleet service (ramp), flight simulator technician and plant protection employee groups on August 13, 2009. While Delta agrees with the IAM that fleet service is a separate craft or class, it has delayed the processing of the IAM's fleet service application at the National Mediation Board (NMB). Delta has spent the last three months complaining that the NMB cannot consider an application for fleet service employees without also considering the representation consequences of the office & clerical and passenger service employees.

Under NMB rules, the two pre-merger airlines must be operating as a single carrier for a particular classification before union representation issues can be resolved for that classification. But based on a meeting with Delta officials and documentation they provided just nine days before the IAM's filing, the airlines were not, and are still not, operating as a single carrier for representational purposes for customer service and office & clerical employees. This means that based on Delta's position that fleet service must be considered at the same time as office & clerical and passenger service, fleet service cannot have its election now. The position that Delta has taken with the NMB means that fleet service employees must wait until Delta is a single carrier for the other two groups as well.

Additionally, since the IAM's August 13th filing, Delta and Northwest have been issuing statements directly to their employees, on their intranet and to the news media accusing the IAM of failing to include 20,000 employees, insinuating to those employees that the IAM believes they are second class citizens – *this is simply not true*. For example, as recently as October 8, 2009 Delta mailed letters to the homes of all of Delta's and Northwest's employees stating "we continue to urge the IAM to do the right thing and file to resolve representation for our above wing people who they have left behind." The NMB has found in past elections that misrepresentations constitute unfair carrier interference in the election process. Accordingly, we do not believe fleet service employees, office & clerical employees or passenger service employees could have a fair election under present conditions.

Delta's actions have forced the IAM to withdraw its single carrier petition for fleet service employees today.

The IAM looks forward to filing single carrier applications for fleet service, office & clerical and passenger service classifications when the taint of Delta's conduct has dissipated and each of those groups on Delta and Northwest are functioning as a single transportation system.

Flight simulator technicians and plant protection employees are not affected by this action. Since Delta is not claiming that flight simulator technician and plant protection representation issues should be resolved with another class of employees, their single carrier requests are unaffected and can proceed at the NMB. The IAM will file an application for single carrier designation for stores employees when Delta's and Northwest's stores operations are functioning as a single carrier.

Attached to this letter is a Q&A to help answer questions you may have. You can also speak to an IAM representative, call the District 143 Hotline at 1-800-392-6554 or visit www.iam143.org for more information.

You will continue to be updated as events unfold.

Sincerely,

Robert Roach, Jr.
GENERAL VICE PRESIDENT