

# Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

November 2008

Dear IAM Member:

Now that the Department of Justice has approved the Northwest/Delta merger, I want to emphasize the protection only an IAM contract can provide.

When the Machinists Union is certified as the collective bargaining representative for workers at the combined Delta/Northwest carrier, we will review the wages, benefits, pensions, work rules and job security language from both employee groups (Northwest and Delta) in effect at that time. With your help, we will then negotiate a contract that improves upon the best of what each group has. If Northwest employees have a superior benefit than Delta workers have, we will improve upon what Northwest workers have. If some Delta employment terms exceed those at Northwest, we will negotiate to enhance those items further and lock them in a guaranteed contract for the combined workforce.

This is exactly what happened when we negotiated new contracts after the America West/US Airways merger. The IAM represented US Airways workers before the merger, but not those at America West. Following the merger the IAM reviewed each employee group's wages and benefits and used this as a starting point in negotiations. The new post-merger contracts covering these employees, achieved without the restrictions of bankruptcy court negotiations, contain guaranteed pay raises for everyone, increased job security language and benefit improvements.

You have an opportunity to protect yourself and your family in this merger and realize important gains at the same time. I have enclosed a DVD with two brief videos that discuss some key points to remember. It is too soon to tell when there will be an election, but the Machinists Union is prepared to defend your interests throughout the process and negotiate a new contract that provides the wages, benefits and job security you deserve.

Delta and Northwest management took care of themselves in the merger. The Machinists Union will take care of you.

Thank you for your continued support.

Sincerely,

A handwritten signature in black ink that reads "Stephen M. Gordon". The signature is stylized and cursive.

Stephen M. Gordon  
President/Directing General Chair

jls/opeiu #12

Enclosure

