



Northwest/Delta Merger Q&A

Will the current IAM collective bargaining agreements survive the merger?

The current contracts will remain in effect for IAM members throughout the representation election process. The IAM will negotiate a new agreement with Delta that covers the combined Delta/Northwest group after we win the elections. Workers will choose the best from each airline for their first Delta contract. The IAM will use the highest wages, benefits, pensions and work rules in effect at either carrier as a starting point in negotiations, improve from there and guarantee it all in a legally binding contract.

When will union representation elections take place?

According to the National Mediation Board (NMB) Representation Manual (the NMB conducts union representation elections in the airline industry), after the IAM files its application to represent the combined workforce the NMB will conduct an investigation to determine if the merged carriers constitute a single transportation system.

After the NMB rules that the merged carriers are a single transportation system for the classifications with IAM members at Northwest, the NMB will give the parties 14 days to make a showing of interest for an election. Before the NMB will order an election the IAM must provide a showing of interest from at least 35% of the combined classification for which we are filing. The 35% threshold can be met through adding signed election authorization cards from Delta employees with our current membership at Northwest.

When the election takes place, 50%+1 of the combined classification must vote for the election to be valid. Each craft or class has separate elections, and they are not required to take place at the same time.

Why aren't IAM members at Northwest Airlines receiving the same wage increases as Delta's workers?

Delta has refused to provide its promised January 2009 pay increases to Northwest's IAM members. Nothing in the IAM agreements prevents the wage increases, and District 143 President Steve Gordon has waived any perceived restrictions Delta may feel exists.



Check www.iam143.org for continuous additions to this document and to submit your own questions.

How will seniority be integrated?

The IAM's seniority integration policy is simple and clear – you keep the seniority you earned. Seniority will be integrated by date of hire into the classification, regardless of which pre-merger airline an employee worked. Your seniority date today will be your date after integration. How seniority is exercised is a matter that will be resolved by the combined workforce when they negotiate and ratify their first Delta Air Lines contract.

Delta has not stated how they would integrate seniority. Instead, they are forming seniority committees that do not have the legal authority to enforce any seniority agreement. Seniority integration talks are premature because nothing can be instituted until the union representation issue is resolved.

Delta asked the IAM to participate in the seniority committees, but the IAM is restricted by law because we do not yet have authority to represent any Delta employees. Delta can remove that restriction by recognizing the IAM as the representative for the combined workforce which would allow us to participate, but they have not done so.

The only groups that can engage in meaningful seniority discussions are the two pilot groups because there are no representation issues to be resolved.

Without the IAM to protect your interests anything Delta may agree to today they are free to change tomorrow - unless the Machinists Union represents Delta employees. Seniority lasts a worker's entire career and should not be subject to change at the whim of Delta management.



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