



President's Report

By *Josh Zivick*

Dear NYC Flying Partners

Happy Spring to you and your families and here's to longer days, barbecues, and allergy season!!

Have you noticed how much your workplace has changed over the last few months? New check in areas? New phone numbers that don't start with "612"? New managers con-coursing our flights? There is no group of professional flight attendants that has had to cope with change more than that of PMNW. We have learned to live without, make due, and roll with the punches. We have embraced change over the years, but it hasn't been easy (except for our executives of course). We have had, however, one tool at our disposal that has proven to be essential in our work lives and that is our collective bargaining agreement. When you are wronged, you have had the opportunity to legally challenge your rights. While it's unfortunate that our new (old NW) employers at Delta have decided to pick and choose which parts of our contract to abide by, trampling some 60+ years of collective bargaining, we must not allow them to break us. We know just how frustrating it's been as DL plays these games; trying to pit us against each other. We have been here before. However, please know that your Union is vigorously defending EVERY one of your legal rights. We will not give up this fight. Not now. Not ever! Your patience is greatly appreciated and admired by your officers at Council 91.



By now hopefully every PMNW f/a has had the opportunity to visit our new combined lounge at LGA, located downstairs behind gate 1. The lounge was spruced up with paint, carpet, furniture, and the proud addition of our union board and mailbox located in the "bistro area". While we appreciate the efforts in providing a clean larger lounge area, a few issues remain unresolved. Our former lounge/closet has been turned into the temporary OPR lounge. Unfortunately, temporary or not, it does not meet our current contract language or the interim settlement reached with labor relations. A daily rented hotel room across the street, which DL claims is not an option, would however meet the requirements of our contract. Therefore a second meeting is tentatively scheduled for the 5th of May in LGA with the arbitrator assigned to the case, a Delta representative, and myself. Please stay tuned. In addition we are still forging ahead with the mailbox issue. We are pleased that we finally have a dedicated bag room next to gate 8. Though not in an ideal location, we have agreed that it's a reasonable fix for now. **Presidents Report**
Continued on Page 3

MEC Officer Election Notice!

- MEC President (July 1, 2010 – June 30, 2013)
- MEC Vice President (July 1, 2010 - June 30, 2013)
- MEC Secretary-Treasurer (July 1, 2010 – June 30, 2013)

NOTE: Should our combined group vote for union representation at Delta Air Lines, the NWA AFA MEC Officer term of office may end early. After PMDL & PMNW flight attendants complete negotiations with the company and ratify a new joint contract, our separate NWA & DAL Master Executive Councils will be merged. We will join together to form one Master Executive Council for our combined union, and new MEC Officers will be elected by a vote of all PMDL & PMNW Local Presidents at that time.



A step by step guide to OJI and Short Term Disability coverage

Submitted by Council 91 OJI Committee Chair Corrine McColl and Jeanne Diorio

Over the years flight attendants have always had to deal with injuries on the job. From turbulence to tripping in the aisle, we are constantly putting our bodies thru the paces every time we report to work. As our carts get heavier and heavier, carry on bags become more and more out of control and our work days become longer and longer, we are putting ourselves at risk for far more injuries then ever before. As we are forced to work more and longer days to make ends meet, we find ourselves trying to accomplish are personal tasks at home in a rushed and stressed manner, leaving us susceptible to injury on a daily basis, not just at work. As a contract professional flight attendant, and especially based in NYC, you are entitled to certain insurance coverage in the event you incur an injury on or off the job. Below is a step by step guide should you need to file for an OJI or short term disability.

On the job injury-workers compensation OJI

1. An OJI is an injury that occurred ON THE JOB, in the course of performing your flight attendant duties, and does not qualify for short term disability. Flight attendants who are represented by AFA should report an OJI to Central Administration. That contact person is Shirley Whitehead. Her phone number is (404) 715-8999 and her fax number is (404) 677-3030. She is now located in ATL. You also must report the OJI to your FA manager. Either he/she or you can fill out the necessary paperwork that has to be done within a 24 hour period if possible.
2. ESIS is Delta's Workers' Compensation Insurance Carrier. Our contact person for NY is Angel Davis. Her phone number is (718) 636-7100. Her email address is AngelDavis@esis.com. If you had an OJI prior to July 1, 2009, Liberty Mutual is the carrier you need to talk to. The phone number for NYC based Flight attendants is 800-422-0820.
3. Depending on the state you reside in, you will be sent a list of 4 medical providers, and you will need to choose one of them.
 - 4) If your case is not disputed and is accepted by ESIS, you are entitled to 66 2/3 of your average weekly wage up to a maximum weekly benefit. It comes out to about 75% of your salary.
4. In the course of your OJI, you may be asked to perform "light duty". You can not refuse it but here are some guidelines. Depending on the state, you need to be within a 50 mile radius or a reasonable distance from the airport you will be doing light duty in. Second, you need to have your doctor be very specific as to what light duty you can do according to your injury(s). The doctor has to spell out the actual hours and days you can perform light duty, or if you can do light duty at all. Because of your injury(s), sitting and or lifting for any amount of time may not be acceptable according to the extent of the injury. And if the doctor says you can do light duty, the amount of hours you work will be deducted from you ESIS disability check.
5. There are options that you can choose when you go out on an OJI. If you have sick time and want to remain on payroll, the check you get from ESIS must be endorsed and sent back to the company so they can reimburse your sick time. The address to send your check is:

Delta Airlines
7500 Airline Drive

Payroll F831
Minneapolis, Minn. 55450

This is beneficial if you are the main source of insurance for your family or yourself. This also maintains your insurance premiums so you do not have to start COBRA. Next, if you do not need to stay on payroll because spouse/partner have insurance themselves, you can choose to keep ESIS checks, and also you may not want to deplete you sick hours.

6. When you go out on an OJI, if you have NO SICK TIME OR FMLA, according to our contract, the company has to provide 3 months of company paid premiums. This means you pay just what you had taken out of paychecks every month to the company. If you go past the 3 months off on an OJI and have no other source of insurance (i.e. secondary insurance/spousal insurance), then you must enroll in COBRA. If you chose to use whatever sick/FMLA you have to keep you on payroll, once that is exhausted you will then need to enroll in COBRA.

OJI Report Continued on Page 4

Presidents Report Continued Now onto JFK. When this newsletter reaches you, we will have already started the temporary Rome flying, as well as a few new domestic and international non-stops. Due to this and future changes in flying, DL has decided to move us to the DL lounge in terminal 3, and the “brief and go” lounge in terminal 4, under concourse B, a bit sooner than expected. We encourage all of you to re-read the company e-mail sent to us dated March 31st titled “April NYC Crew Lounge Updates” so that you know the correct lounge to report to, on which dates, for which flights, and that you have the correct codes to gain access to both lounges. Until May 1st we will have a union binder available in terminal 3 for pertinent union information until our union board and mailbox have been moved.

I often speak about our contract, as it relates to pretty much everything we do while at work. It was not that long ago that each of us had to think long and hard about what we were willing to temporarily concede back to the company in an effort to reach the \$195 million per year in court ordered concessions. As you know, we collectively made the brave decision to protect Section 1, SCOPE, RECOGNITION, AND SUCCESSIONSHIP, at all cost. The valuation to not weaken that language nor give any part of it away is \$60 million per year of our contract. I shutter to think what would have happened to our workforce had we not made that decision. That is why it is the 1st section of our agreement. That is why we are concerting all of our efforts to defend it. Without SCOPE, we have NO job protections. Despite what you may have read from our dearest Richard, Ed, Joanne, and Sandy, AFA’s request for expedited arbitration over the SCOPE issue is not meant to cheat anyone out of flying certain equipment, force you to transfer, or drive a wedge between us. It was filed to make sure that the great flying we are being promised remains OUR flying for the foreseeable future, and not just this summer! Please remember that it was Deltas decision to mix the pilot crews ahead of our election, knowing full well that our SCOPE is directly tied to our PMNW pilots, and that there would be a conflict. It was AFA’s LEGAL responsibility to file expedited arbitration due to DL believing Section 1 no longer exists. Once again, picking and choosing which parts of our contract to recognize for their purposes. In the short term Delta will continue with their plan to cross staff flights for the upcoming summer season. No changes will occur until the case is heard and a ruling is issued by the court. If you happen to work a trip with a mixed flight deck of both PMNW and PMDL pilots...or all PMDL pilots for that matter, fly the trip as the professionals you are, but please designate one f/a to keep track during that trip and send us, via e-mail, (Jzivick@nwaafa.org, Jlucas@nwaafa.org) the following information: date, ship number, and flights it occurred on, and seat occupied by the DL pilot.

If you are a commuter or have pass traveled recently, you may have experienced issues at the gate. I have been working with Council 94 President Mitcham in Detroit and member at large Stacey Yeattes on the many issues plaguing our commuting and pass traveling population. It has become quite evident that our contractual jump seat provisions were not reviewed prior to integration. Recently an e-mail was sent to all CSA’s, at the request of MEC President Rook, in an attempt to resolve the issue of the PMDL agents not knowing our contractual rights. We encourage our commuters to carry a copy of this letter with them, which can be found on the MEC website. If you still have any issues at the gate, be professional, ask for a supervisor, and then document the incident at xfajumpseat@nwaafa.org. This e-mail address can also be found at NWAafa.org.

Finally, in this newsletter you will hear from some of our committee members and the exhaustive work they have been doing on our behalf. We would also like to thank them for their time and dedication to making our work lives better every day.

Please show your support and wear your AFA pin. Reach out to our new flying partners transferring back or who are new to the base and let them know why you are proud to be a NYC union flight attendant.

As always Fly safe and Fly the contract!

Joshua Zivick, LEC President

OJI Report Continued

7. The company should send you all information regarding COBRA, and LTD. Also if you have any 401k loans out you may want to request a temporary reprieve of payment as deductions will still occur so long as a check is generated.
8. Finally, if your case is “CONTROVERTED OR DISPUTED”, you will most likely need an attorney. On the nwaafa.org website, on the right-hand side towards the bottom, there is a symbol UNION PLUS. Click on that, and then at the top there is a legal and education tab. Click on that. That will bring you to a area called benefits link and find a lawyer. Click on “find a lawyer”. Under that section you will find a lot of good info, especially a 30 minute free consultation with an attorney. Taking the time and consulting with these attorneys’s is well worth it. Unfortunately the whole process is meant to wear you down, but if you have the stamina and determination to follow through, it is worth it. Don’t let the process deter you. Your OJI committee is available to help you thru and answer your questions.
9. As a last note...Please keep excellent records of everyone you speak to (time, date, and name) and everything you have. Make copies of all documents before you submit them to the company or ESIS. Keep a mileage log. On the Workers’ Comp Website for NYC, there is detailed information about mileage and reimbursements. Also on the AFA website, click on committees tab, and then OJI. That will bring you to the MEC OJI WEBSITE. There is a lot of great info on it. Check it out!!!!

Short Term Disability

Step 1) Call your FA manager as soon as possible to let them know you are injured. Call Shirley Whitehead (Central Admin former NWA) ph# (404) 715-8999, fax (404) 677-3030. Let her know you have an “OFF THE JOB INJURY”. This is an injury that did not occur while “on the job”.

Step 2) The forms necessary to bring to your doctor can be downloaded and printed from www.wcb.state.ny.us/

Click on the tab marked ”Workers”. This will bring up a new page. Under DISABILITY BENEFITS (Off-the-Job Injury/ Illness), there is a lot of great information. Click on “File a Claim”. That will bring you to How to File a Claim. Under this section click on form DB-450. This is the form you will need.

Step 3) Print this form (2 pages) and bring to your doctor. Have him/her complete it and then you fax it to Kim Godward -NWA payroll support. Her fax number (612) 727-7772 Attn: Kim on header page. Make sure after she fills it out that she either faxes you or mails you a copy of the now “completed form”. DO NOT FAX DB-450 until the 8th day of your disability/injury. For PMNW FA’s, we do not need to contact SEDGWICK. When filling out form DB-450 make sure to put your legal place of residence.

Step 4) NWA payroll then faxes your completed form to CIGNA, which is our short term as well as LTD carrier.

Step 5) You will not be paid any benefits for the first 7 days. Benefit rights begin on the eighth (8th) consecutive day of disability. Cash benefits are 50% of a claimants average weekly rate, but no more than \$170 per week.

June 1, 2010 – For Claims Filed with and handled by ESIS

ESIS will confirm that there are sufficient accruals in the employee’s Sick and/or Vacation banks for the employee to receive their full salary via payroll check to cover the employee’s lost time. ESIS will cease issuing work comp checks to Pre-Merger NWA AFA work group when salary continuation has been verified through the appropriate accrual levels.

ESIS will continue to calculate all wage statements to ensure that the employee is receiving an amount equal to or greater than the employees’ Statutory Workers’ Compensation weekly rate of pay.

When employee uses their sick bank for lost work days as a result of an OJI, the employee will continue to receive credit of hours used based upon the data reported to payroll from ESIS. The calculation will continue as if the employee had received a workers’ compensation check from ESIS

There are several benefits to this new process. The employee will no longer be required to send the work comp check to the payroll dept. This will eliminate overpayments, and the payroll deduction process.

This new process only involves work comp claims being administered by ESIS.

Liberty Mutual is not participating. If the employee has an existing claim with Liberty Mutual it will be handled based on the current.

There are four states that do not permit this process: HI, MA, OR, UT. In these four states, the pre July 1, 2009 Pre-Merger NWA work comp process will remain in effect for all claims administered by ESIS as of July 1, 2009.

Attention Reserve Lineholders!
What You Need To Know For Summer 2010

The company has told AFA that pattern drops for regular lineholders and reserve releases will probably decrease a lot as we head into the summer months. Delta's total block hours fluctuate dramatically from winter to summer! In order to cover this temporary increase in flying, Delta has planned much higher EBLAs (line averages) of 85-90 hours at both PMNW & DL. In addition, the company is calling back long term leave participants and they do not plan to award any Split Lines over the summer. In order to cover this unusual increase without hiring and without calling back the Delta FAs that are still out on furlough (about 800 of them are still out), they plan to make us a lot more "productive".

Knowing this, it's very important for all Reserves to be familiar with our contractual rights and provisions in [Section 7](#). Some may be pleased at large increase in hours, since this will result in a full month Reserve assignments. Please check out the [Reserve Tips](#) we created, specifically for our 2007-2008 hires, for more information to help manage your commute. Some veteran Reserve tips:

- Always designate **Guaranteed Days Off** (GDOs) – you will be very glad you did when the staffing gets a lot tighter!
- Another bonus with GDOs is that you are released per our **GDO Release** provision after 3 pm on your last day on call (unless notified before 1500).
- In addition to **Daily Releases, Block Releases, Pattern Releases, Duty Releases, and Month End Releases** (based on monthly EBLA); an **Early Release** is also an option. Review Section 7 and use the Centry Manual for bidding tips.
- Opt for **1400-1400 On Duty Period** (and **AM/PM On Duty** when its available)
- In times of tight staffing, look out for **Magnet Days & Premium Magnet Days**

Due to the high line averages over the summer, continued bankruptcy level staffing even with increased service demands, this summer is shaping up to be very "interesting", if not just plain exhausting. **Please pass the word among Reserves to review and carry your contract - in particular Sections 5, 6, and 7.**

GOOD NEWS FROM GOVERNMENT AFFAIRS

The AFA-CWA Government Affairs Committee is pleased to report that on March 22 The United States Senate unanimously passed the FAA Re-authorization Bill. This bill contains the following flight attendant provisions .

1. Funding for the Flight Attendant Fatigue Study
2. Health and Safety Standards
3. English Language proficiency standards for flight crews
4. Research into technologies available to combat contaminated aircraft air
5. HIMS -which is a return to work program after being tested positive for substance abuse and completing treatment

This is a huge victory for flight attendants and we applaud all of those that contacted their Senators and urged its passage.

FMLA

Also, on December 22,2009 President Obama signed The Airline Flight Crew Technical Corrections Act. This is a new law that corrects an existing law affecting our FMLA protections.

The original law was based on employees who work a 40 hour work week and overlooked flight crews and the way we calculate our hours. This often times made it difficult for flight attendants to qualify for FMLA protections. The new law takes into consideration our unique work schedules and will now ensure that we are fully covered which as originally intended. The correction specifies that flight crews must have worked 504 hours during the preceding 12 month period in order to qualify, thus eliminating varying policies of different airlines that had to be negotiated and were not always fair. Now that this legislation is in place we will be assured equal protections under the law just like every other American worker.

Again, we thank all the flight attendants who contacted their elected officials and helped raise awareness to this issue.

We are now focusing on Carry on Baggage legislation and will keep you apprised of our progress. Please see Rene or Iggy if you want to learn more or you can visit www.endcarryoncrunch.org

Submitted by Rene Foss

Q: WHEN ARE WE GONNA VOTE?

A: When will the National Mediation Board announce their final decision on their proposed yes/no ballot? For union supporters, it can't be soon enough. We're ready to vote, but we want to make sure that our representation election is conducted under the most democratic and fair circumstances.

We are hopeful that the Board will rule any day now. In the meantime, flight attendants have expressed that they would like to write the NMB directly and encourage a prompt announcement in favor of a democratic ballot. As fellow supporters of true democracy, the NMB should hear from us.

If you decide to contact the NMB, please remember to use a respectful, non-confrontational manner. A sample letter is available for you to print and send to the Board, or you can use it as a model to create your own message. You can find the sample letter at <http://www.deltaafa.org/images/PDF/NMBLetter.pdf>.

Additionally, you can sign an electronic version at <http://www.ipetitions.com/petition/nmb/>.

Finally, let's remind Delta that our offer to vote now using a democratic ballot still applies. If you haven't signed onto the "Richard Anderson: Let's Vote" letter, go to <http://www.ipetitions.com/petition/deltaafaelection/> and encourage your flying partners to do the same. It's time for democracy to work. Thank you for all you're doing to help us win representation for Delta flight attendants.

* Note: The iPetition site used for this effort is not affiliated with AFA. Submitting your name will generate a donation request screen. Your name has been recorded and added to the letter and you are not obligated to donate



LEC Officer Election Results

LEC President

Josh Zivick

LEC Vice President

James Lucas

LEC Secretary/Treasurer

Sherry Eubanks

LEC Council Rep

Jon Blaeser

NYC Officers

JOSH ZIVICK



President

347 419 4219

jzivick@nwaafa.org

JAMES LUCAS



Vice-President

551 689 3284

jlucas@nwaafa.org

SHERRY EUBANKS



Secretary/Treasurer

501 246 1100

seubanks@nwaafa.org

JON BLAESER



Council Representative

646 280 9578

jblaeser@nwaafa.org