

## **NWA MEC RESOLUTION #08-41—NWA Pilots’ Support for and Direction to the Negotiating Committee and the MEC Officers**

### *Passed by Acclamation*

WHEREAS by proposing to phase in pay increases to bring Northwest pilots to pay parity with the Delta Air Lines pilots over some undetermined period of time, Delta management is failing to recognize the value added to the merged airline by the Northwest pilots, and

WHEREAS Northwest **pilots** and employees expect to be treated **fairly and equally** on Day 1 of the merger (equal pay for the same work), and

WHEREAS Delta management’s proposal is inconsistent with their stated goal to treat all employee groups in a fair and equitable manner, and

WHEREAS Delta management is formulating an updated business plan, and

WHEREAS **Northwest pilots** support the idea of an updated business plan that considers the combined effects of the higher price of oil, marginal-to-poor economy, and restricted credit markets as a reasonable and prudent thing to do, and

WHEREAS if there are actually insufficient resources available to bring the **Northwest pilots** to parity with the Delta pilots upon the Date of Corporate Closing, then the entire financial foundation of this merger must be called into question. It is simply unacceptable to place the corporate financial burdens of this merger/acquisition on the backs of the Northwest pilots and other Northwest employees, and

WHEREAS **Northwest pilots** in particular will not accept lower wages/B-Scale in order to finance this plan, and

WHEREAS the **Northwest pilots** refuse to accept any delays in negotiations since Delta has demonstrated it can move quickly when it wants to (e.g., the February TA was negotiated in a few weeks and the Delta pilots were able to accomplish their new contract in a very short time frame), and

WHEREAS the **Northwest pilots** expect that the joint contract negotiations will proceed in an expedited manner, and

WHEREAS it is only through a timely joint contract that the new company will achieve the full revenue synergies and cost savings from “Day 1” of the merger, and

WHEREAS the ability to achieve full revenue synergies and cost savings as early as possible will be essential to the merged company in order to help pay for the one-time

costs of the merger, and

WHEREAS, in the absence of a joint pilot agreement, the financial risk to the merged company and merged pilot group is too substantial to proceed with the merger,

THEREFORE BE IT RESOLVED that Northwest pilots and the NWA MEC fully support the NWA MEC Negotiating Committee's efforts to achieve pay and contract parity with the Delta pilots on the Date of Corporate Closing (DCC)/"Day 1" of the merger, and

BE IT FURTHER RESOLVED that the NWA MEC directs the Negotiating Committee and the MEC officers to continue efforts to achieve pay and contract parity with the Delta pilots on the Date of Corporate Closing (DCC)/"Day 1" of the merger, and

BE IT FURTHER RESOLVED that the MEC directs the MEC officers, the Negotiating Committee, the SPSC (Strategic Preparedness & Strike Committee), and the Communications Committee, using any other necessary committees and resources, to develop a plan of action that will include:

- Picketing preparation in NWA/DAL hub cities.
- Formulating a comprehensive communications plan that includes developing talking points.
- Preparing television and print interviews.
- Further use of P2P volunteers.
- Allocation of sufficient funding that will provide for the maximum effect in support of this and subsequent strategies, and

BE IT FURTHER RESOLVED that the **Northwest pilots** expect, with the support of our fellow Delta pilots and ALPA International, to successfully conclude these negotiations to achieve a fair and equitable joint contract in a timely manner, and

BE IT FURTHER RESOLVED that in the event the Negotiating Committee and MEC officers are unable to obtain a fair and equitable joint contract, the NWA MEC shall focus its efforts on defeating the proposed merger, and

BE IT FINALLY RESOLVED that the Northwest pilots look forward to a time after the joint contract is completed and an integrated seniority list is achieved in which we can, with the Delta pilots, jointly break down past barriers, think outside the confines of past business models, and make this a new world-class airline that is a great place to work and one that provides added value to the traveling public.