



Mesaba Negotiations Update



September 30, 2006

Vol. I, Issue XV



REMEMBER IT - WATCH FOR IT
YOU WILL KNOW WHEN IT IS TIME

CODEWORD FOR THIS WEEK IS:

Kandy Kane

Management Still Will Not Bargain, But Sends Proposal

While management continues to refuse to bargain, they did send a proposal by e-mail. In the overall picture, management is still asking for 19.4% in wage and benefit cuts. It appears, however, that their latest proposal adjusts the mix of "hard dollar" concessions and so-called "soft dollars," reducing the direct pay cut. But since they will not talk to us, we cannot be sure what "other" means in their proposal.

In sum, the proposal contains:

- 6% pay reduction
- 4 year duration if they have 49 aircraft, with annual increases of 0%, 2% and 1.5%
- 5.5 year duration if they have 79 aircraft, with annual increases of 0%, 2%, 1.5%, 1.5% and 1.5%
- Additional increases in year 4 and 5 of .1% for each additional aircraft above 79, e.g. if there are 99 planes the increase in year 4 and 5 would be 3.5% and 3.5%.

The rest remains the same as their previous proposal, except they have moved the healthcare cost from 39% to 33% and 28%. We do not know what the 28% is for since there was no explanation in the proposal and they will not sit down across the table from us to discuss the proposal. Your negotiating team is continuing to review the proposal.

C.H.A.O.S.™

**Codeword reactivated as
the threat of imposition
looms again.**

BREAKING NEWS!

Mesaba management re-filed their 1113(c) motion Friday, September 29, 2006. The hearing is scheduled for October 10th & 11th, with a decision being with a decision to be issued by October 13th, and then their plan is to impose terms on October 15th, should the motion be granted.

We are disappointed - but not surprised - at their dependence on litigation rather than negotiation to settle the labor contracts. Meanwhile, we hope to have the opportunity to sit down and negotiate with Management.

MEM Adds to Strike Fund

Those MEM flight attendants have done it again! Another Yard Sale and another nice contribution to the Strike Fund! The first sale was such a success, they had another one, and this time brought in \$315.80! Way to go!

Mesaba Management in Spin Cycle

On September 29, 2006, Mesaba management announced on their website that we have agreed to meet. This is not true and further reason why everything they do must be scrutinized and picked apart so that the truth can come out.

Based on our most recent communication with them, management is still insisting on meeting with the mediator from the National Mediation Board. While we do not object to mediation, we do object to management using the NMB and mediation to try to fix the mess they made when they forgot to meet or schedule a meeting with us in a ten-day period back in March. (Do not forget their legal team has a former NMB member on it, so they should be assumed to understand the rules). Management's violation of this ten-day rule gives us the right to strike - just as if we had completed the entire Railway Labor Act process of mediation, proffer of arbitration and a 30-day cooling-off period without reaching an agreement. Of course management wants to meet with the mediator present because if we conceded that we should be in mediation we could be considered to have given up the right to strike. Management may not like it but the right to strike gives us leverage to get a fair agreement.

We continue to press the National Mediation Board and Mesaba management to agree that we can meet while all sides reserve their rights as to the dispute about the ten-day rule. But, to date, Management and/or the NMB have rejected all the creative solutions that AFA has offered.

Dear John,

Stop the games & negotiate, can you hear us now?

- Flight Attendants for fair wages

WEEKLY NEGOTIATIONS HOTLINE

1-800-424-2401, press 1, then 730
Updated every Saturday

www.mesabaafa.com

FUN FACTS

So the company keeps saying how interested they are to reach a consensual deal with us, but how serious are they? Take a look...



Sure the picture is a bit blurry, but it was sent from a flight attendant's cell phone to us showing Barb Setsvold (left) and her "little helper" Lana Hart (right) on 9/26/06 in MSP. They just finished enjoying a little Starbucks and headed to gate C5 and boarded a flight to IND. So much for being so concerned about a consensual deal!

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- Weekly Hotline - 800-424-2401, press 1, then 730
- Mesaba-AFA Website - www.mesabaafa.com
- AFA Website - www.afanet.org
- Mesaba Labor Coalition - www.mesabalabor.org

Fear And Loathing In Recurrent

By: Kay Oss

Go ahead, admit it. You've felt that twinge of fear when you saw that recurrent package in your mailbox. Perhaps it was only once when you had your first one, but we've all felt it.

Recurrent is stressful. Many of us commute to MSP making it just that much more stressful. Some of us strongly dislike taking tests, some of us panic at the emergency equipment competency test, some of us simply dread sitting behind a desk for three days.

During the last year we've had even more reason to fear and loathe recurrent. We are subject to the Management Opera. Recently, I heard the instructors are telling us it will be the flight attendants' fault if the Company goes under.

That's right ladies and gentlemen, not only do we have control over the weather and mechanicals, we have the power to bring down an entire airline! Who knew that little plastic card issued to us by the FAA could wield such power?! We truly are an amazing group.

We cannot get angry with the instructors for such nonsense. They are simply doing what Barb Setsvold and the rest of Non-Management tells them to do. Now, I'm not sure where Babs went to school for management skills, but her style is right up there with Anne Bonny of pirate fame. *(Continued on next page)*

This newsletter is produced throughout the negotiations process and during the CHAOS Strike if it is necessary. Any suggestions or comments for current or future editions should be sent to a member of the Negotiations Committee.

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Mesaba Labor Coalition Update

The AFA negotiating committee continues to meet with representatives from ALPA and AMFA. This past week, we have attended two meetings and we have another one scheduled for Sunday, October 1st.

These meetings have been critical. The other groups have been our eyes and ears with Mesaba while we have been attempting to work out the issues with the National Mediation Board. The labor groups will continue to share information as we are all committed to finding mutually satisfactory solutions to the issues that affect us all.

ALPA and AMFA have been meeting with Management, but neither union has reached an agreement. As you may know, Management has not met with AFA since we would not meet with a mediator from the National Mediation Board.

The Mesaba Labor Coalition will remain in close contact. We will continue to prove to Management we are strong, we are unified and enough is enough.



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Of course, it will not be our fault if the Company goes under. Frankly, I'd like to know how it could be. Have we taken thousands of dollars per year each in bonuses? Was it our choice to pay Paul Foley millions of dollars for "management services" or lack thereof? No.

We have simply chosen not to accept terms that would put most of us under poverty level. I don't hear Babs offering to take a cut that would put her under poverty wages.

If Babs and the rest of our Non-Management wish to place blame, they need look no further than their own mirror. That is, if they can actually look at themselves without feeling fear and loathing.

Until next week I will continue eating cake.



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