

Management Philosophy

On January 6, 2000 the Chief Operating Officer for Northwest Airlines, Richard Anderson issued a memo entitled "Management Philosophy". There was a subheading of 'Keep In Your Top Desk Draw', referencing the fact that the memo should be used as an important guiding document.

The memo goes over the need for management to be honest in dealings with employees, the need to recognize good performance, holding people accountable for reaching goals and providing candid, respectful feedback to employees and colleagues.

Included in the memo was the following paragraph: **"In addition we must maintain a close relationship with our unions and their leadership at all levels. We must have an open and fair relationship with our unions, as they are important to our success. All parties must abide by the terms and conditions of the applicable collective bargaining agreement. We should expeditiously settle grievances, preferably at the local level and always be candid and direct in our dealings with labor union officials. Our operation will only run well if we have good relationships with our people and work together with their collective bargaining representatives."**

Hearing On NMB Rule Change – We thought readers would be interested in the Court's order in relation to the NMB rule change –

"The following schedule has been agreed by the parties; the date for the hearing, which was scheduled for June 14, 2010 will be rescheduled for June 21, 2010 at 1:30PM.

Each side will have no more than one hour for argument, which will include any argument by the intervening parties as well as any time reserved for reply. The Court will convert ATA's motion for a preliminary injunction into a motion for summary judgment. The government may file a motion for summary judgment, with a supporting brief of no more than 20 pages, by June 15, 2010. ATA may file a response brief of no more than 20 pages by June 17, 2010. The interveners may file briefs of no more than 10 pages by June 17, 2010."

As you can see, the judge in this case is working on a quick time line and wants brief arguments and rebuttals. He has also called for a summary judgment. This means judgment will be final at the District Court level. We will keep you abreast of this case. If there is a decision before our next issue, we will inform you immediately. The new rule is scheduled to go into effect on June 30.

Embraer Flights – We have received a number of phone calls recently from concerned ramp workers because they have seen Embraer aircraft being worked by Regional Elite ramp workers on Gate C-12. These aircraft are operated by Shuttle America and not by Compass Airlines. We are still working all Compass flights. Thank you for being vigilant in protecting our work.

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