

The Guthrie Theater's Grinch Who Stole Christmas

Guthrie Theater board member and Northwest Airlines President & CEO **Douglas Steenland** is a real-life Grinch. He has stolen Christmas — not only from 4,400 striking mechanics, custodians and cleaners, but from thousands of other airline employees as well.

Steenland is one of the key architects of Northwest's current crusade against its unionized workers. Last summer, the company forced its mechanics, custodians and cleaners to strike by demanding the right to outsource most of their work to low-wage contractors here and abroad. At the same time, Northwest demanded massive wage and benefit cuts from the remaining union members. In September, management filed for Chapter 11 bankruptcy, setting the stage to discard the company's collective bargaining agreements.

Adding insult to injury, Northwest got the bankruptcy court to approve millions in bonuses to a handful of executives who already enjoy lavish pay and pensions. Last year, Steenland received total compensation of more than \$4.4 million.

Recently, the company gave Steenland a new compensation agreement that preserves his base pay, incentives and benefits and includes a pension plan that will provide him annual payments of at least \$947,000 when he retires.

In 2003, while thousands of NWA employees were losing their jobs, Minnesota Gov. Tim Pawlenty took the unusual step of publicly denouncing as "unfair" the company's executive pay policy and six-figure bonuses.

Right now, Steenland's hypocrisy becomes even more apparent as he and other policymakers provide huge compensation for themselves while the workers suffer. He and other NWA bigwigs

dumped tens of millions worth of stock prior to the bankruptcy.

Clearly, while coercing employees to agree to slash their standard of living, he's mainly looking out for himself. His actions call into question the company's entire labor policy and the integrity of its management.

Do Guthrie Theater patrons and sup-

porters want a union-buster on their board who is destroying the jobs of thousands of hardworking Minnesotans and others this holiday season? Let Steenland know that the public won't tolerate corporate cannibalism and union-busting.

Join with the striking union members to demand that Grinch Steenland resign from the Guthrie Theater's board.



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION
Campaign to Protect Airline Safety & Jobs

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NORTHWEST EXECUTIVES GET THE GOLD. EMPLOYEES, PASSENGERS AND TAXPAYERS GET THE GRIEF! THERE'S SOMETHING WRONG HERE!

Northwest Airlines' Unreasonable Demands

"As the mechanics march on the picket line, the company's other unions are also being targeted by a company that's demanding big concessions from everyone – except top executives...Northwest is making offers the union must refuse...there's no room for conversation. It's the company's way, or else."

*"Flight Attendants Feeling Heat, Too,"
by Doug Grow, Star Tribune, 8/30/05*

Our strike is not about higher wages and benefits.

We offered to take a 16% pay cut and to contribute an additional 20% each month to offset medical benefits costs. We were willing to give up significant work rules we have fought hard to win since the 1960s. But it wasn't enough for the company.

Northwest initially insisted on a 25% pay cut and getting rid of more than half of our mechanics, in addition to the massive layoffs of recent years that resulted in thousands of AMFA members losing their jobs. Northwest then came back and demanded a 29% pay cut and a 77% cut in jobs through outsourcing to nonunion, low-wage outfits to increase profits and executive compensation.

How Safe is Northwest?

"The letter to [FAA Administrator] Ms. Blakey, made available by the senator's office [Sen. Mark Dayton, D-MN] and reported by the Detroit Free Press and Minneapolis Star Tribune, alleged that about 470 FAA inspector reports on Northwest's maintenance operations for roughly 11 days after the strike began weren't entered into an electronic database, 'which would have triggered a risk assessment.' The letter said that 58% to 90% of the inspector reports cited defects, compared with a defect rate of 3% to 5% for Northwest prior to the strike. According to the letter, a 9% defect rate would trigger an internal FAA alert...The Inspector General's Office has been critical generally about the FAA's maintenance oversight of airlines."

*"Regulators Probe Allegations
of Lax Northwest Maintenance,"
by Susan Carey, Wall Street Journal, 9/6/05*

Airlines' Outsourcing Undermines Your Safety

Mechanic Employed by Airline MUST HAVE:

- 1. Federal FAA License
- 2. 10-Year FBI Security Background Check
- 3. Drug and Alcohol Testing

Mechanic Employed by Foreign Outsourced Facility:

- 1. Not Required
- 2. Not Required
- 3. Not Required

Mechanic Employed by Domestic Outsourced Facility:

- 1. Not Required
- 2. Not Required
- 3. Drug and Alcohol Testing Required

The result? Since the strike began, many Northwest planes have had trouble due to incompetent and lax maintenance personnel and oversight.

For example, on Oct. 3, a jetliner aborted its takeoff from Minneapolis-St. Paul International Airport when flames and parts blew out of its right engine. Elsewhere, mechanics failed to notice a dead bird in an engine of a jet about to leave Memphis; an inspector at JFK Airport in New York watched mechanics and managers "incorrectly inspect and incorrectly repair an engine blade tip, a critical rotating component;" and a manager in Minneapolis told the FAA there was no reason a jet from Amsterdam could not continue to Honolulu even though a broken lavatory duct spilled human waste into the electrical equipment bay.

**SUPPORT AMFA'S
Campaign to Protect
Airline Safety & Jobs!**

Looting of Northwest Assets and Employees' Pensions

"The looting of airline workers' pension funds is but one example of how the assets of the major airlines have been squandered over the last several decades to enrich the airline bosses and big investors...The top personnel of the airline industry are chosen – and highly compensated – not because of their ability to manage complex organizations or to lay out a long-term corporate strategy. Instead, a definite social type has risen to the top, whose only qualifications are its acuity for slashing tens of thousands of jobs and guaranteeing the quickest and largest payoffs to Wall Street."



Douglas Steenland
President & CEO
Northwest Airlines

*"Northwest and Delta Executives
to Make Millions from Bankruptcies,"
by Jerry Isaacs, Airline Pilots Central*

Prior to fomenting the strike and filing for bankruptcy – making Northwest stock nearly worthless – Northwest Chair Gary Wilson dumped more than \$21 million worth of the airline's stock between mid-May and August. "...two Minneapolis attorneys told the Star Tribune...that Wilson's 'stock sales merit scrutiny and raise proprietary questions.'" In 2003-2004, five Northwest Airlines executives (not including Gary Wilson) raked in more than \$25 million, plus generous benefits and contributions to multiple pension plans.

To add insult to injury, Northwest is asking the bankruptcy court to approve millions of dollars in bonuses to a handful of executives who are already receiving lavish pay and pensions that are held in bankruptcy-proof trusts, while thousands of workers are being laid off through outsourcing. The company is demanding massive concessions from the remaining employees, shortchanging retirees on their pensions and turning the company's multibillion-dollar pension liability over to the government and the taxpayers.