

FROM THE CHAIRMAN

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August 29, 2013

Fellow Delta Pilots,

It's been five years since the historic merger between Delta and Northwest. The pilots of these two great airlines were integral to its success; helping to make Delta Air Lines the profitable and competitive company it is today. It is now time for our contributions to pay off when our now-successful company negotiates our next contract. In 2012, we negotiated a contract that is industry leading in many ways, and we completed it well ahead of the amendable date, with sizable gains that not only benefit our pilot group, but that have raised the bar for other pilot groups throughout the industry.

We can exchange opening positions in just 18 months and, accordingly, your MEC is already gearing up for Contract 2015. In our lounge visits, PUB events and polls we have heard what your number one contractual desire is: **pay**. To be clear, the pilots of Delta want more pay, increased retirement contributions and compensation enhancements across the board. We intend to achieve the industry leading contract we deserve. However, some pilots within our ranks want to destroy our strength in numbers. This scourge known as the Delta Pilots Association (DPA) is trying to undermine ALPA's achievements and our future progress. More than three years after its predicted imminent victory, the DPA continues to make unfulfilled promises.

Since January, we have addressed many of the DPA's issues in *Vectors* and our *True Headings* communications. Your representatives have been in the lounges and we have increased the Pilot Unity Briefings allowing more one-on-one interactions with your reps and ALPA volunteers. The goal has been to receive your input and present you with information and facts rather than the half-truths, innuendo and outright lies being used by some within the DPA organization. This misleading information has become the foundation of the DPA's efforts. It is time to set the record straight. At our most recent MEC meeting, all 29 elected representatives agreed to address this threat to our professional future more pointedly.

The idea of a runaway union like the DPA is not new. The most recent historical example illustrates just how ineffective a group like this can be. In 2008, several US Airways pilots formed a similar organization (USAPA), making virtually identical promises, using the same law firm as the DPA. Five years later, the only things USAPA has delivered are false hope and broken promises. The pilots don't have a new contract. There is no change to the seniority system. The "professionals" who promised all these changes have been fired and they now work for the DPA.

Let's be clear, DPA's efforts are a blueprint of the USAPA disaster and we cannot afford to repeat the US Airways fiasco here.

The Delta pilots set the example for how to successfully handle an airline merger. We achieved a contract with meaningful gains across the board. Together, we will now raise the industry bar for building strength and unity within our ranks. Your Delta MEC will no longer tolerate the DPA's attempt to dismantle our organization. We will not be led to inevitable frustration and disaster—not on our watch.

Today, I'm asking each and every one of you, the pilots who have helped make Delta Air Lines the most profitable and successful U.S. airline, to show your support for the unmatched resources and services that the Delta MEC provides with the backing of our strong, international union. You will soon receive this same letter in the mail with an ALPA lanyard and years-of-service pin. It marks the beginning of a campaign your MEC will lead against those pilots within our ranks who are spreading misinformation to distract you from the progress our pilots have made with the support of our union: the Air Line Pilots Association, Int'l.

As a line pilot and now as your MEC chairman, I have always spoken out when I believed improvements or changes were needed in our union. You should do the same. Change is built into the structure and process within ALPA. The ALPA of today is much different than when I was first hired. Based on my experience, I am confident ALPA will continue to evolve in order to make the most of the opportunities and successfully meet the threats and challenges that lie ahead. I am asking you to stay informed and get engaged. Read the materials you will receive throughout the campaign and ask your representatives, along with the 600 other Delta pilot volunteers, the tough questions you want your union to answer.

We will emerge from this challenge a stronger, more unified pilot group ready to achieve the next industry-leading contract in 2015 with the resources and expertise that pilots can only find within the Delta Master Executive Council.

Fraternally,

A handwritten signature in black ink, appearing to read 'Kingsley Roberts', with a long horizontal flourish extending to the right.

Captain Kingsley Roberts
Delta MEC Chairman