



11-03

February 17, 2011

“Unable to Commute” Policy Implemented

Earlier today, Delta Flight Operations announced the implementation of the *Unable to Commute* policy. Effective today, this policy replaces the previous *Call in Honest* policy. The policy was developed as a mutually beneficial program by Flight Operations management and your union and is designed to maintain schedule integrity by assisting a pilot who encounters operational difficulties, which interfere with his ability to commute to work. Pre-merger Northwest pilots will recognize this new policy as very similar to the successful policy in place for several years before the merger. While this new policy supersedes the previous FOM policy, PWA **Section 23 Y** remains in effect. However, the features of this new policy are superior to the provisions presently contained in the PWA. Consequently, Flight Operations will implement and use the *Unable to Commute* policy exclusively.

Let's be clear: This policy is an improvement over the previous pre-merger Delta policy. In short, the policy provides assurance of positive space transportation to a pilot's scheduled or assigned duty if necessary.

An additional policy feature is the availability of Connection Carrier positive space opportunities.

We encourage you to carefully read and understand this new policy. While the policy should provide significant “stress reduction” to commuting pilots, it is vitally important that

pilots understand that this program is designed to be used by exception and not as a rule. In other words, it remains our responsibility as professional pilots to plan prudently to arrive at our domiciles adequately rested and in sufficient time for sign-in. This policy recognizes, however, that even the most careful planning can sometimes be thwarted by any number of unforeseen circumstances such as weather, weight restrictions, maintenance, or other irregular operations.

For purposes of this policy, “prudent planning is defined as having primary and back-up flights that are scheduled to arrive at a pilot's base at a reasonable time before his scheduled report.”

But just as important, prudent planning also dictates that a commuting pilot must take into account seat and/or jumpseat availability, weather, and special events when commuting to work.

Policy Provisions

The following language is taken directly from the *Unable to Commute* policy:

In order to avail himself of this policy, the pilot must have listed and checked-in for either the cockpit jump seat (on-line or off-line) or a cabin seat for the primary flight.

If the pilot is not boarded on the primary flight:

- The pilot will notify Crew Scheduling at 1-800-DAL-CREW (1-800-325-2739).

- The pilot will provide the crew scheduler with the flight number of the primary and the back-up flight.
 - The scheduler will verify that the pilot was listed for the primary flight, and that both flights were scheduled to have arrived at a reasonable time before his scheduled report.
 - The back-up flight must be a Delta mainline flight or a DCI carrier.
 - Crew Scheduling will create a jump seat reservation, if available, or create a positive space (PS) reservation for a flight that is scheduled to arrive prior to the pilot's scheduled report.
 - Note: The scheduler must be able to make the PS reservation prior to actual aircraft boarding for the intended flight.
 - Positive space transportation for the back-up flight will be provided regardless of reserve coverage.
- Once released, the pilot is free to pick up or be assigned a trip through the normal scheduling process.

Summary

The new policy is a result of ALPA's ability to establish a credible working relationship with Flight Operations. We must realize, however, that policy can be changed, and if abused, it likely will be changed. Pilots should continue to exercise consistent professional behavior in planning their commutes despite the new policy. Again, the policy is only intended to be used in rare circumstances when prudent planning unravels.

The new policy is a significant improvement over the previous policy in place at Delta Air Lines. Please continue to plan to arrive for duty on-time and well-rested. We are confident, however, that the new policy will ease the stress in getting to work on the rare occasion that your well-planned commute is derailed due to unforeseen circumstances.

In the event that the back-up flight will not arrive prior to report:

- Crew Scheduling may make a reasonable attempt to deadhead the pilot (no pay or credit) to join the rotation with no rotation guarantee.
 - Pilots who must deadhead to join a rotation as a result of this policy are not subject to PWA Sections 8 F. and 16 D.1.
- If Crew Scheduling elects not to deadhead the pilot to join the rotation, the pilot will be removed from the rotation via personal drop (no pay or credit).