

FROM THE CHAIRMAN

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September 19, 2013

Dear Fellow Pilots,

This year I have written to you about teamwork, the threats to our careers and profession, and our efforts to achieve what we deserve. I believe that extraordinary preparation, honest debate of issues, and finding collective solutions produces the best results.

When it comes to contractual improvements, my ambitions are high. Unbiased analysis shows we have been making steady gains toward recovering from the damages of "the lost decade," and we are all poised to continue the work. For the first time in a long time, we are dealing with a new paradigm. A consistently profitable company is a refreshing environment for our coming negotiations, and we have much to achieve. I think most Delta pilots agree on this, just as we agree on most of the core issues impacting our profession.

Some, however, seem intent on fostering disagreement. They focus their efforts on discontent.

I want to make sure everyone understands this: I don't have a problem with anyone simply because they signed a card, honestly question decisions, or provide constructive criticism concerning our union. We strive every day to better serve you. Your input matters, and it makes us better.

I do, however, have significant problems with the methods of a few people who are using lies, half-truths, and innuendos to further their personal agenda against our union. The Delta pilots are moving forward, and we want every member engaged. No organization is perfect, but the Air Line Pilots Association is without question the Delta pilots' best choice to make this profession what it should be. We cannot isolate ourselves and expect our profession to advance, and without its advancement we cannot succeed.

It is important that the Association be questioned in order for it to evolve - and improve. It is your right as a member to do so and your participation is essential. Indeed, I think it should be considered a professional duty to participate by, at the very least, providing your views about how we can do better. Pilots are not followers. We lead by nature, and question by training. ALPA's tent is big enough, and the Delta MEC's record strong enough, to accept criticism and use the energies of the honest and engaged critics to grow stronger.

I hope that anyone who might have wished to "send a message" will check to see if the message has been received. Our democratic process is strong, and it allows for line pilot issues to be brought forward and make it from ideas to policy. Contact your

representatives, go to meetings and PUB events and ask the hard questions. Bring your ideas to the next local meeting and make your voice heard via resolution. One pilot can initiate change within our entire Association with the right idea. True democracy in action strengthens our unity of purpose and advances our cause every day.

This mailing includes the ALPA pin and lanyard I wrote about in my last letter. My hope is that you will wear these to show that you are not only proud pilots of our union, but to show that through unity we have made significant progress through some of the most difficult situations in our industry's history. Please join me in supporting the more than 600 volunteers working every day to make our careers better by donning your ALPA pin. This includes your elected representatives, the negotiators and officers they elect, and the hundreds of pilots giving their time to make our association work for you.

We've received your input, we will continue to seek your participation, and we are already busy laying the foundation for tomorrow's negotiations today.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kingsley Roberts', with a stylized flourish at the end.

Kingsley Roberts
Delta MEC Chairman