

FROM THE CHAIRMAN

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January 6, 2014

Fellow Delta Pilots,

On behalf of the Delta MEC I wish you all a very Happy New Year.

With the New Year we also welcome our sixth consecutive year of post bankruptcy contractual gains for the Delta pilots. As of January 1st 2014, our hourly compensation increased three percent, plus an additional one percent company contribution was added to each pilot's DC Plan. These gains are not happenstance, but are the result of diligent planning and hard work. The calendar changes, but our goal remains the same: To find or create every opportunity to improve your pay, working conditions, benefits, and job security.

The New Year will also bring the retirement of the venerable DC-9, the continued deliveries of the 717, the sunset of the old Northwest targeted DC plan, increased main line flying, and decreased DCI flying. We are evolving into a pilot group where what we have in common is more evident than the differences of history. I think this concept was best expressed by the incoming Council 54 chairman, who told me "This is a new corporation, neither Delta nor Northwest."

This blending of union and corporate cultures has created, and continues to evolve, a new vision for the future. As we go forward, it is really up to us to select the best from both cultures.

The New Year also brought the new FAR 117 and its data-driven approach to mitigating fatigue in our cockpits. As you may recall, the crash of a commuter plane in upstate New York created the political impetus for these changes. As a participant on the Aviation Rulemaking Committee, ALPA understood the tendency for the other participants to protect their parochial interests. From the very outset, our union pushed beyond politics for a science-based approach, and FAR 117 is the result.

The new FAR impacts Delta Air Lines in terms of how it must now adapt to meet the letter of the law *just as much* as it must adapt to meet the terms of our Pilot Working Agreement (PWA). The company may fashion its own administrative processes to effectively run its operations, and the recent memo from Flight Operations appears to be the company's stated plan to operate under FAR 117 until it reaches a new agreement with the pilots.

We have a very proud tradition of working constructively with our company to achieve gains for the Delta Pilots, while providing solutions to some of their operational needs. Nothing there has changed.

I want your MEC's position understood by each and every pilot on this property: We believe our PWA to be inviolable, and it only changes by mutual agreement between the pilot's bargaining agent (ALPA) and Delta Air Lines. Neither side is empowered to unilaterally change the protections afforded us under our contract. We disagree with the company's stated position, particularly involving a pilot's long call obligation (see *MEC Alert 13-21*). We believe that in this case the PWA is more restrictive than FAR 117 and we will defend any pilot who is threatened with loss of pay or discipline for following the PWA. The Delta MEC will continue to defend each section of our PWA; we will exhaust every avenue to protect your rights.

In the meantime, it is your obligation to know and understand your contract and to contact us at 1-800-USA-ALPA if you have any questions. If you are called to the Chief Pilot's office to discuss any issue, call your elected representative to accompany you. It is your contractual right to do so, and not doing so may place you in a disadvantageous position.

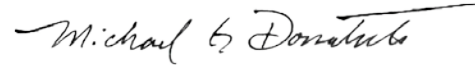
I have recently visited the crew bases in MSP, SLC, SEA, LAX, and DTW. I plan to visit every crew base, including AMS and NRT over the space of the next month. I want to hear from you, speak to you, and make sure that I am aware of your concerns.

The business of the union continues as does the preparations for the next round of contract negotiations. As the MEC chairman I need your help. I need you to participate in the process by reading the material we send you, by attending LEC meetings, by making your views known to your LEC representative, and by answering our surveys.

This is our career, our union, our collective path.

"Every one of you is the leader."-Xenophon

Fraternally,

A handwritten signature in cursive script that reads "Michael G. Donatelli". The signature is written in black ink and is positioned above the printed name.

Captain Mike Donatelli
Delta MEC Master Chairman