

# FROM THE CHAIRMAN

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March 9, 2012

Dear Fellow Pilot,

Your MEC is ready to negotiate our next contract!

The primary focus of the Delta MEC over the past 15 months has been on preparing for contract negotiations. In early 2011, we began an information effort designed to ensure you were well informed and well prepared for negotiations and had multiple opportunities to provide input into our next contract. We provided information about the mechanics of ALPA, airline economics and the negotiating process itself. We published a *Contract History* and *Contract Comparison*. Last fall, we conducted a comprehensive web-based *Contract Survey* and completed a follow-up telephone survey just a few weeks ago. We've talked with you and listened to you in the lounges, on the line, and at road shows across the country as well as in Narita and Amsterdam. We've taken your calls and read your e-mails. We've heard you loud and clear. You want significant contractual improvements, and you want them sooner rather than later.

During this preparation phase, we continued the day-to-day work of the Delta pilots and capitalized on every opportunity to achieve mid-contract improvements in an effort to "clear away the underbrush." The optimization team concept has been successfully employed to make meaningful and well-received changes to the scheduling and training related sections of our contract. Letters of agreement have been carefully crafted to address other contractual issues, such as LOA #31, which eliminated recovery flying under **Section 23 G. 5.** and modified recovery flying under **Section 23 K.** These improvements have been significant and are of the magnitude that normally would have been negotiated during Section 6 negotiations.

We chose not to wait.

This year, as our amendable date approaches, your MEC has already held two special meetings, and met this week in Atlanta for the first regularly scheduled meeting of 2012. The MEC spent much of its time engaged in strategic planning and hearing from the Negotiating Committee on their progress since the last meeting. Your MEC is now fully prepared to enter negotiations. Today, the MEC approved our Contract 2012 opener and provided direction to the committee to engage management.

But as we have in the past when opportunities have presented themselves, we again choose not to wait. The Pilot Working Agreement permits contract openers to be exchanged up to 270 days prior to our December 31, 2012 amendable date, which is April 5, 2012. We believe opportunities exist, so today, your MEC directed the Negotiating Committee to meet with Delta management early *next week* to discuss opening the contract now with the goal of achieving a comprehensive agreement on an expedited basis.

The committee has scheduled a meeting with management for Tuesday, March 13. Following the meeting, you will receive a *Negotiators' Notepad*, which will provide you with an introduction to the contract opener as well as the opener itself. Keep in mind that, as in past contracts, the opener will be largely conceptual in nature. You will be able to understand where and in what sections we will seek improvements, but it is important that negotiations occur in the negotiating room and not in public.

Your elected reps have spent a significant amount of time in the lounges over the past several months. They fully understand the importance and value of face-to-face contact with the pilots they represent. To that end, your reps will soon be in the lounges again and frequently for the foreseeable future to provide you with additional information and address your questions. You will also receive additional information through a variety of venues as negotiations progress.

In addition, the Delta Pilot Network (DPN) is being rapidly expanded to provide opportunities for pilots to interact with each other, ALPA and DPN leaders, and to share information with the goal of building unity and solidarity with our pilot group. A cornerstone of the effort will be the Pilot Unity Building, or P.U.B., tours which will take place throughout the country over the next several weeks and not just at pilot bases, but in locations where large concentrations of pilots and their families reside. The first event will take place in the Cincinnati area on Tuesday, March 13 followed by Seattle on March 19 and Salt Lake City on March 20. Look for more information soon.

Ladies and gentleman, the time is now. Your MEC sincerely appreciates the feedback it has received and the commitment and level of engagement many of you have shown. As you have heard, read, and more importantly experienced firsthand, contract negotiations can and often do take months and even years to complete, during which an increased probability exists that external strategic and economic events can have an impact on those negotiations. And if the National Mediation Board becomes involved, the timeline can be substantially lengthened and more people who care less about our issues become involved at each step along the way.

It doesn't have to be that way.

We believe opportunities exist—right now—to reach a comprehensive agreement on an expedited timeline, but let me make this point perfectly clear. While we will attempt to expedite the *process*, we will *not* compromise the product.

Stay engaged. Stay informed. The time for Contract 2012 is now.

Respectfully,

A handwritten signature in black ink that reads "Tim O'Malley". The signature is written in a cursive, flowing style.

Tim O'Malley  
Chairman  
Delta Master Executive Council  
Air Line Pilots Association, Int'l

**DELTA MASTER EXECUTIVE COUNCIL**

**March 6 – 9, 2012**

**Atlanta, GA**

**AGENDA ITEM #** AI 12-52 **COMMITTEE #** MEC

**MAKER:** Tucker **SECOND:** Spain

**MOTION #** \_\_\_\_\_ **VOTE:** Passed - Unanimous

**WHEREAS** the Delta Pilot Working Agreement has an amendable date of December 31, 2012, and

**WHEREAS** the Pilot Working Agreement provides for negotiations to be initiated 270 days prior to the amendable date, and

**WHEREAS** the Delta MEC and MEC administration, working with the Negotiating Committee, supporting pilot committees and professional resources, have been engaged in preparations for contract negotiations since the beginning of 2011, and

**WHEREAS** the Delta MEC preparations have included multiple widespread programs to provide information and background, and to receive input from, the over 12,000 pilots of Delta Air Lines, and

**WHEREAS** the input from the Delta pilots has been incorporated into the Section 6 contract opener, and

**WHEREAS** the Delta MEC will continue to engage in an ongoing dialogue with the Negotiating Committee to assure that this negotiation will be pursued in the most effective manner on behalf of the pilot group, and

**WHEREAS** the Delta MEC and Negotiating Committee are now completely prepared to begin Section 6 negotiations with full MEC support for the Negotiating Committee.

**THEREFORE BE IT RESOLVED** that the Negotiating Committee, at the earliest opportunity, serve upon Delta Air Lines the Section 6 notice to bargain and the opener presented to the Delta MEC, and


**BE IT FURTHER RESOLVED** that the Negotiating Committee immediately begin to pursue a superior Pilot Working Agreement, achieved in advance of the amendable date, that justly compensates the Delta pilots for their contributions to the success of the Company, and

**BE IT FURTHER RESOLVED** that the Delta MEC thanks the Delta pilot group for their contribution to preparations for negotiations and continued support as we engage in Section 6 negotiations.

-Over-



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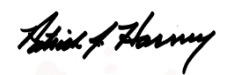
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