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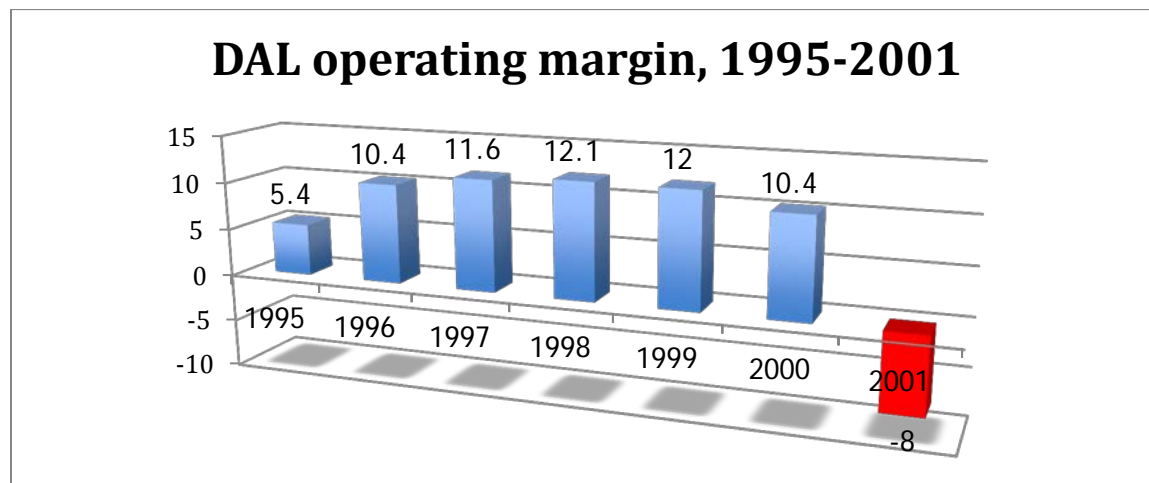
November 7, 2013

## *Opening Moves for C2015*

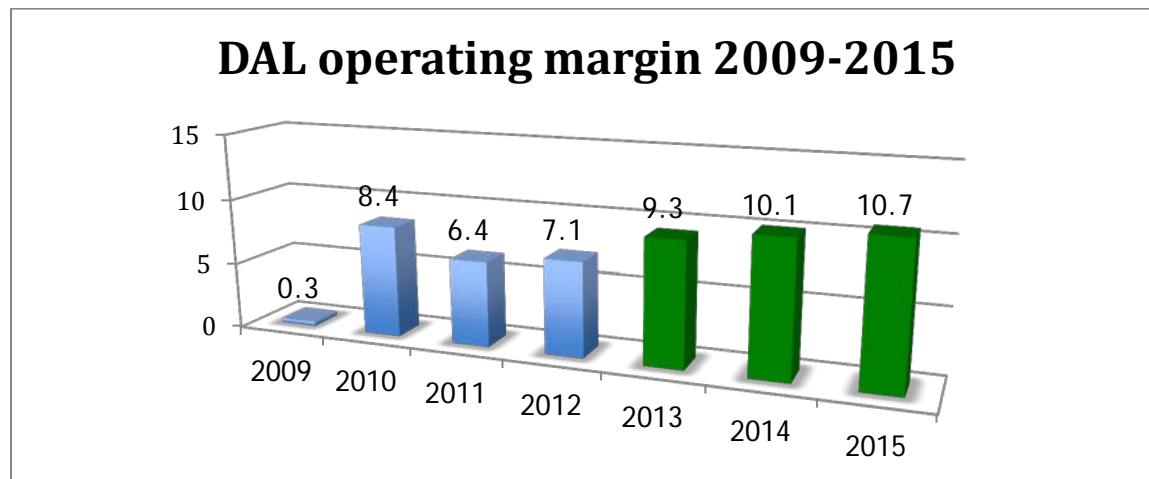
Building a better contract starts with building an active and informed membership with the ability to understand the importance of when and how to capitalize on leverage in negotiations. Getting the biggest bite of the apple takes strategic vision, exhaustive planning, and the imagination needed to put it all together and come out the other side with contractual enhancements for the Delta pilots. Advancing on that worthy goal, let's review the batting order:

- This month, the pilots of Councils 54, 66 and 108 will elect representatives for the next term of office. These newly elected reps will play a central role in delivering the next contract; so don't pass on the opportunity to vote.
- On December 10th, 2013, your MEC will elect our next chairman, who will serve the remainder of the term ending December 31, 2014.
- Sometime prior to April 5th, 2014, your MEC will elect the Negotiating Committee members to a term ending six months after C2015 is ratified.
- In October and November 2014, Councils 1, 16 and 48 will elect their next representatives, and your MEC will hold officer elections for the term running January 1st, 2014 to December 31st, 2015. This will be the leadership your MEC chooses to prepare for and execute C2015.
- April 5th, 2014 is the first of 365 very important days; the Delta MEC must use this time to develop direction and strategy for C2015. The influencing factors include, but are not limited to the following list:
  - Input from membership.
  - Economic and financial performance and forecasts.
  - Political environment, especially with regard to the National Mediation Board.
- April 5th, 2015 - Earliest exchange date of opening positions to negotiate Contract 2015.
- December 31st, 2015 - Contract 2012 is amendable under Section Six of the Railway Labor Act.
- Keep the date, because March 31st, 2016 - absent an agreement - Section 28 A, *Effective Date and Duration* of our Pilot Working Agreement requires Delta Air Lines, Inc. and ALPA to jointly petition the National Mediation Board for mediation services.

Those are the dates to remember. With that in mind, we offer a few charts.



Everyone knows how that story goes, so consider the next chart:



The **green bars** indicate *projected* margins. Our Strategic Planning Committee's assessment is that the Delta pilots are well positioned to participate in our company's continued profitability in a growing economy and a growing market. The Delta pilots need to be just as prepared for success as we are for adversity.

The lesson from the above charts is that the gains of C2K followed several years of positive margins and a favorable environment with regard to pattern bargaining, which is similar in many ways to the situation today. The projections show that this is a time for cautious optimism and preparation for every Delta pilot, keeping a watchful eye for both the pitfalls and the opportunities during what is again an exciting time to be in the airline business.