



December 29, 2018

Fellow Delta pilots,

I hope you are having an enjoyable holiday season, whether with family, friends or in the service of Delta Air Lines and our passengers. As my term as MEC chairman draws to a close, I'd like to end it with a note of optimism, a word of caution and a look toward the future while reflecting upon, and respecting, the past.

As we approach Section 6 negotiations, consider that, despite the very recent troubles on Wall Street, the U.S. economy is strong. We shouldn't underestimate our bargaining strengths nor allow ourselves to be rushed into an early deal at a potential discount. By the time this contract is ratified, around half of our pilots will have been hired in the previous ten years. Our opportunity is to reference and build upon the strongest points of PWAs past while making this contract the bedrock for the future.

It has been my objective these past two years to strongly defend what has already been negotiated while preparing for our opportunity in Section 6 to achieve a contract with the pay, retirement, scope and work rule provisions that the Delta pilots expect and deserve. We have worked the past two years to be well-positioned to take on the challenge of finally divesting ourselves of the last vestiges of bankruptcy era concessions. Here's a look at some of the specific progress that's been made along the way:

SCOPE

- The communications campaign was a success in getting the Company to publicly emphasize international flying plans and goals. Senior management clearly recognizes that we will not sit by and watch indigenous growth disappear to other carriers or joint venture partners.
- Joint venture scope compliance became more problematic with 11 violations since mid-2016 involving Aeroméxico, WestJet and Korean Air.
- The "good" news is that we are reaching a point where the violations have become so pervasive and numerous, including the ongoing [Korean Air violation](#), that we have strong cases for broad, significant solutions and remedies as we head into the upcoming arbitrations over these past and ongoing violations.
- With global balance concepts causing the most significant issues, the Company also appears to be motivated to seek an overall scope solution, outside of Section 6, to better address PWA compliance.
- Since the A350 delivery violation in November 2017, and subsequent grievance and award, the Company has been more proactive in assuring sufficient staffing and planning relative to the A350 and the planned entry into service of the A220 fleet.

Retirement

- We've made significant progress in investigating, seeking and acting upon input, and developing new, beneficial retirement plan structures. Your feedback has shown an interest to continue the path to establish additional tax-beneficial retirement plans that would co-exist with the existing DPSP defined contribution plan.

- Early on we decided the perspective that ‘nothing can be done to improve our retirement situation’ was NOT an acceptable answer and have subsequently moved beyond the period where the defined contribution plan is perceived as our only option.
- While the final results of these efforts depend upon the negotiations process, I’m confident that the solid base we’ve built will lead to long-necessary improvements.

Governance & Process

- Another key priority the past two years was to facilitate broader MEC engagement in decision making, committee interaction and governance process transparency.
- The local elected representatives who make up the MEC are your direct connection to how our business gets accomplished. As a former longtime local representative, I believe that it is important for the MEC to take on an active role in determining direction and objectives.
- The most important distinction in our governance is that all our guiding principles and governing policies are rooted in a “member driven” philosophy. While many successful corporations use employee feedback in their business practices, they are not required by their governing principles do to so. We are.
- The MEC chairman and leadership should advocate for what they believe the correct course of action to be, but their ultimate duty is to implement the direction that the MEC has chosen. *The focus should not be on how to get the MEC and membership to endorse a path that’s already been decided.*
- Some may see this sometimes-cumbersome process as indecision. It is not. Emphasizing this more populist, democratic path is certainly messier and more complicated than unilateral decision making, but it is absolutely crucial to our member-driven union.
- A significant group of policy changes were enacted by the MEC to facilitate the above principles, as well as codify, clarify and improve several other practices.

Work Rules

- We’ve pressed the Company in several areas to improve quality of life and oppose actions detrimental to it. We’re still winding through the lengthy grievance process on a few issues, reached accommodations on some, close to deals on a couple and clearly still in the work-to-be-done phase on others. Below are several of the priorities, though the list is not all-inclusive, that we’ve achieved, are making progress on, or are a continuing effort over the past two years:
 - We have *opposed changes* that:
 - Would seek to create another path to termination via training difficulties (the Pilot Support Program (PSP))
 - Seemed to be indicating more onerous overall termination policies or practices
 - Would have put further limits on deviating from deadhead
 - Degrade non-rev benefits and deadhead travel
 - Reduce the benefits from state family and sick leave laws
 - We have sought improvements in:
 - Training hotels
 - Furthering pilot protections associated with the Company’s increased use of aircraft data for maintenance purposes, as well as expanded protections relative the Company’s overall use of individual data from all sources
 - ARCOS and the way that trips are assigned
 - Reroute provisions

ALPA National

- It’s still unclear whether the success against the ME3 was a long-term win or just a holding action, but it was a great combined effort for a strong interim accomplishment at a minimum. This success was a result of joint efforts and cooperation between the MEC Government Affairs Committee, the National Government Affairs department, ALPA

National leadership, Delta pilots, management and other employee groups, as well as the ALPA members, other airline unions and their members, and the employees and managements of other U.S. airlines.

- Successful Delta MEC initiatives included a dues reduction from 1.90% to 1.85% and the long overdue establishment of electronic local representative nomination and local council meeting proxy processes. Additionally, a wide-ranging effort to modernize and improve the way the Association does business, to include a more direct connection to ensure that ALPA is truly a member-driven, staff-supported union, was also successful.

I have the strongest confidence that the new MEC leadership taking office on January 1 will continue to expand and improve upon our member and pilot-driven philosophies and efforts as we achieve our deserved contractual goals, advancing our careers and Delta's success while setting the benchmark for our profession and the industry.

It has been an honor to serve as the Delta MEC chairman for the past two years, as well as in the other positions in which I've represented the Delta and Northwest pilot groups over the past 20 years. Thank you for your engagement, inputs, ideas, criticisms and support, as well as the great job you all do every day.

Happy New Year!

A handwritten signature in black ink, appearing to read "Bill Bartels". The signature is fluid and cursive, with a small horizontal line at the end.

Bill Bartels, Chairman
Delta Master Executive Council