



January 1, 2019

Fellow Delta pilots,

Happy New Year!

As we bid farewell to 2018 and usher in 2019 with a new administration, we greet a year that holds both promise and challenges. The known challenges that we are devoting attention to vary from those that are internal in nature to the many external threats we face. On the internal side, we are building and shepherding a generational changing of the guard to our pilot seniority list that has not been seen in recent history. Externally, we face challenges that include the legislative threats of single pilot operations, flag of convenience schemes and state-owned enterprises. You can rest assured that protecting and advancing Delta pilot careers continues to be our focused mission.

Your new ALPA administration—Vice Chairman Jon Payne, Secretary Jason Ambrosi and Treasurer Tom Bell—and committee chairmen are already hard at work on your behalf. Our team is knowledgeable on the issues, prepared to act and unified in our mission. Together we will deliver to you strong, honest leadership to address all challenges that arise with the steadfast goal of improving the lives of Delta pilots.

We are at the precipice of a favorable moment as we take advantage of opportunities presented to us. We are also constantly preparing to address potential threats and vulnerabilities. In early April, we will exchange openers and commence section 6 negotiations with Delta. Of concern is the strong appearance that we are preparing to negotiate with a company that has chosen to overlook its own published Rules Of The Road by not honoring its commitments. This has been demonstrated in the multiple scope violations, destruction of quality of life through rotation construction and the outright refusal to honor bonding leave and state sick provisions as they were intended. We have long been willing to meet with the Company anytime and anywhere to solve problems and this will continue, but the Delta pilots must be able to see the win for them in any agreement.

While we continue to vigorously enforce the current PWA, preparations for Contract 2019 have already begun. These preparations began back in May of 2018 with the launch of the Contract Preparedness series. Intense groundwork has followed, starting with active polling of the Delta pilot group and the survey that assessed and ranked your wants and needs. Empowered with that information, we are currently forming the opener and providing structure to it with information and strategy amassed from pilot-driven sources. Subject matter experts, from strategic planning to economic and financial analysis, have evaluated Delta's industry-leading financials, the relative performance of other airlines, the working agreements and contracts of other pilot groups, and the economy itself to provide reference points to anchor your negotiations.

I encourage you to stay engaged with negotiations, from beginning to end. I believe in the pilot-driven philosophy and am resolute in my commitment to ensuring Contract 2019 is an agreement that truly represents our pilots' needs and priorities. The MEC needs your participation in polls and surveys; we need your feedback to your reps; we need your voice to drive our direction. You are all an essential part of the success of our union.

We need to be good business partners in the Delta Air Lines enterprise, but the days of bankruptcy are over. Delta's financial success needs to be shared with the pilots. We must realize our leverage and have the resolve to see it through. As planning is key to any success, we will be conducting a Strategic Planning meeting in the coming weeks to establish our goals, benchmarks and deadlines. We also have an aggressive Special MEC Meeting schedule this quarter where your elected representatives will give direction to the Negotiating Committee as they craft the contract opener. Listen. Read. Participate. This contract is your contract.

The goal of the MEC is to keep you, the line pilot, informed through communications that are informative, straightforward and honest. Transparency and two-way dialogue are integral to the success of the pilot group. Please don't hesitate to reach out to me, my administration, MEC committees and your local council representatives. We'd love to hear from you.

In fellowship,

A handwritten signature in black ink, appearing to read "Ryan Schnitzler". The signature is fluid and cursive, with the first name "Ryan" written in a larger, more prominent script than the last name "Schnitzler".

Captain Ryan Schnitzler, Chairman
Delta Master Executive Council