

This document can also be found on the [Delta MEC website](#).



May 25, 2020

Dear Fellow Pilot:

As we pay tribute to Americans who sacrificed their lives for our great country on this Memorial Day, I hope you are safe and healthy whether you are flying or spending time with family and loved ones. I want to provide you with a few timely updates heading into the summer season.

AE/Surplus Bid

Today, at 1700 EDT, the AE/Surplus Bid will close. If you have not done so already, please ensure your bid preferences are in and updated. The MEC Contract Administration Committee has been on call all weekend to help answer any questions you may have. To reach these pilot volunteers with any last-minute concerns, call 1-800-USA-ALPA and select option one from the menu. Through the weekend, we have had a series of texts and phone calls reminding pilots who did not have a Mandatory Displacement bid placed by Thursday evening to submit theirs. If you received a call after having posted a bid, my apology for the interruption. We want to make sure everyone has their bids posted.

Undoubtedly, processing the largest surplus bid in our history and how it impacts you and your family has weighed on us all since it was posted. No matter where you sit on the seniority list, the impact of being displaced – and its impact on your quality of life – is stressful. Some of you may have to commute for the first time in your career or slide back into the right seat after a recent upgrade. For those who may be assigned a UNA category, you face the stress of not knowing what or when you will be assigned for your next category. Please be assured that your MEC leadership, elected reps and committee structure will be available to guide you through the results of this AE. There's a strong possibility that additional AEs may be needed to make adjustments to such a large wave of training events and category changes. Should the recovery be stronger than planned, we may all find ourselves rebidding back up. The situation is still very fluid.

Please submit your bids and take screenshots before the window closes today at 1700 EDT. It doesn't hurt to include extra MD preferences for your out-of-base options should you not be able to hold a category at your current base.

Early-Outs

As your Negotiating Committee reported in the [May 21 Delta MEC News](#), management presented ALPA with a preview of enhanced retirement and voluntary early-out programs in mid-May. We have been reviewing these drafts with various subject matter experts so that when we re-engage with Delta, as early as this week, we can move forward with meaningful solutions that protect pilot jobs.

Delta executives have stated both publicly and during a recent employee town hall that their goal is to protect all employees' jobs and ensure any staffing reductions occur through *voluntary* programs. Our CEO specifically

expressed his willingness to engage with ALPA for innovative and creative solutions. I'm pleased that we are all on the same page with respect to voluntary programs protecting pilot jobs.

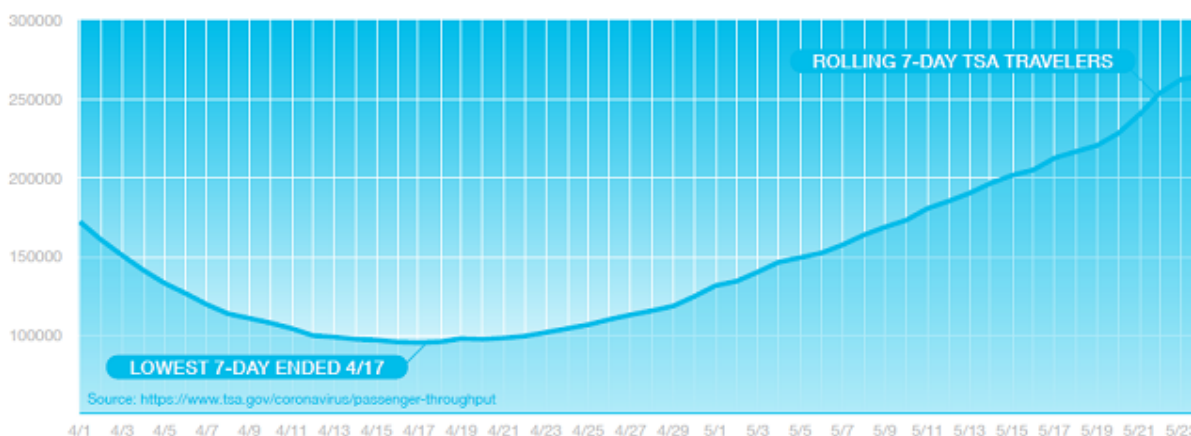
Your MEC stepped up to the plate back in March and agreed to meaningful cost savings. The time is now to find solutions. While it's wise and prudent to prepare for all scenarios during these uncertain times, your union has not thrown in the towel and just accepted any level of pilot staffing reductions. We will communicate more information to you as soon as we have any developments to share.

I realize the rumor mill can be distracting and cause added stress. It's important not to put much stock in various and oft-expressed opinions, whether on social media or elsewhere. During this dynamic environment, the unnecessary stoking of fear is unhelpful and can be divisive. If there are any announcements or decisions made about Delta pilots, you will hear it in a unified message from the MEC. Our committee structure has been developing plans for the best-case and even the worst-case scenarios to ensure we are taking care of our members to the maximum extent possible. In the meantime, Delta has stated it may announce details of an early-out program for other employees sometime this week. We will let you know how our talks with management proceed. Know that the MEC is working hard to develop a proposal that will provide an attractive benefit to encourage enough of our senior pilots to choose an early retirement.

What's on the Horizon

As we head into the summer season, Delta recently announced it is adding approximately 100 additional daily flights to the schedule in June and more in July. A limited amount of Trans-Atlantic and Trans-Pacific traffic is returning as well. While this is a far cry from last summer's flying levels, it is still good news as it shows customers are slowly coming back – albeit with a vastly different travel experience. TSA daily tracking shows the same trend with customer screening up week-over-week. The chart below was compiled by our Scope Compliance and Analysis Committee. The last week has shown a stronger uptick in traffic.

TSA TRAVELER THROUGHPUT 7-DAY AVG



As we look towards the next few weeks, be aware of the following:

- The MEC will meet in regular session June 8-12 in CVG. We will adhere to all CDC, local and state guidance to protect the health of all attendees.
- The University of New Hampshire will conduct telephone polling of the Delta pilots beginning June 8 to get your feedback on timely issues. Please participate if called.

Stay engaged, take care of yourself and please continue to provide your elected representatives with feedback. It's invaluable to us.

In Unity,

Ryan

A handwritten signature in black ink, appearing to read "Ryan Schnitzler". The signature is written in a cursive, flowing style.

Capt. Ryan Schnitzler, Chairman
Delta Master Executive Council

Air Line Pilots Association, International
www.alpa.org

If you wish to unsubscribe, please [click here](#) to update your preferences.