



November 3, 2018

Fellow Delta pilots,

On Monday, Oct. 29, 2018, the Company held celebrations and promoted considerable press to the 10-year anniversary of the Delta/Northwest merger. As Delta pilots, we are all grateful and proud of the accomplishments made over the past ten years and look forward to the same progress in years to come. They are a result of the extraordinary dedication, professionalism and hard work of our pilots and all Delta employees. It is important to reflect not only on the successes gained through the merger process, but also areas where improvements are still necessary and where benefits still need to be restored from bankruptcy.

Provisions Lost or Still Not Restored

Retirement & Insurance

- Terminated/frozen pension
- Slow recovery of Company contribution to alternate retirement options
- Significantly increased insurance costs
- Retiree health provisions lost

Pay

- Compared to C2K (DAL)/2003 (NWA) payrates adjusted for inflation, pilots have not yet recovered from bankruptcy era wages—learn more in [Contract Preparedness Bulletin 18-12](#)
- *Increase in profit-dependent compensation*

Scope

- Wide proliferation of RJs post-bankruptcy
- Transitioned from concessionary domestic scope into wide proliferation of JV deals leading to less international widebody flying and positions
- Lost language protecting guaranteed equitable share of hub flying and transoceanic growth when transoceanic codesharing partner grows (NWA)
- Expansive Transatlantic network greatly outsourced (DAL)
- Expansive Asian network severely reduced (NWA)

Work Rules

- Still predominantly under bankruptcy concessionary work rules, with very modest restoration

Quality of Life

- Lower vacation value—learn more in [Contract Preparedness Bulletin 18-09](#)
- Longer working days

- IQ training curriculum increased significantly without proportionally expanding training footprints

We, the pilots, have been an integral part of the unprecedented success of a unified Delta Air Lines, and are incredibly fortunate to benefit from a strong, profitable company. The merger brought opportunity and growth to the Delta pilots and all Delta employees, and we look forward to continuing this trend as one pilot group, supporting one great airline.

Still, we can't ignore lessons of the past or what we have lost or surrendered through the years. As we approach Section 6 negotiations, the Delta MEC asks all pilots to consider our future and how we expect to appropriately share in the success of Delta Air Lines.

In Solidarity,

A handwritten signature in black ink, appearing to read "Bill Bartels", with a small flourish at the end.

Bill Bartels, Chairman
Delta Master Executive Council