

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



January 8, 2020

Fellow Delta Pilots:

Last week I wrote to you about a milestone in our negotiations as we passed the contract amendable date of December 31. Our intent heading into 2020 was to continue negotiating per the parties' Negotiating Protocol Agreement. In fact, three additional negotiating sessions were scheduled including one this week.

On Monday, the Negotiating Committee and I met with senior management at the Company's request. At this meeting, management declared that, in their view, negotiations had stagnated and they declared their wish to jointly file for mediation services from the National Mediation Board (NMB) as soon as possible. Management further stated they did not feel that any further negotiating sessions without a mediator present would be productive. Management has canceled all scheduled negotiating sessions, including the remainder of this week and two previously scheduled sessions through February.

We have all read the multiple communications from Flight Operations Vice President Captain Ryan Gumm indicating that a contract was achievable by the amendable date. On behalf of the 14,500 pilots, I share in the disappointment and frustration you all must feel that management has chosen to walk away from the negotiating table and end further discussions until a mediator is present. Our PWA calls for a joint application to the National Mediation Board by March 31, 2020. While I certainly believe a deal could have been achieved by that date, after nine months of direct negotiations, the Company has offered only \$28 million in contract improvements. This is unacceptable. **Delta has not shown the same level of commitment to C2019 negotiations as the pilots have given to the Company, the brand and the flying operation.**

Our Negotiating Protocol Agreement is the agreed-upon process provided for the pilot group and Delta to mutually negotiate our PWA. Instead of negotiating, the Company has chosen to walk away and continue to operate business as usual. We saw this past summer, extending through the fall and winter, that business as usual is unsustainable to the Delta pilots. The pilot seniority list has not yet recovered from the Company's decision to pause hiring in 2018. Compared to July 2018, Delta currently has 257 fewer pilots on property despite an increase in flying. This has led to Delta achieving increased pilot productivity through deterioration of quality of life and the unilateral exploitation of contractual language at your expense:

- 2020 vacation distribution has significantly fewer summer vacations than in 2019

- Rotation quality and commutability continue to decline, with reroutes becoming a regular scheduling tool to cover short staffing
- Schedule changes prohibited because of inadequate staffing
- Less rest and more flying; fatigue calls have increased by 88%
- Shortly after contract openers were exchanged in April, Delta's use of Good Faith Basis calls increased significantly

Just as you did last summer, Delta pilots voluntarily shouldered the load and committed the exertion needed to save the December operation. Last month alone showed a 66% increase in Green Slip periods over December 2018. The Company is able to complete their schedule but is stressed to do so. I fully understand the Company's tactic of stressing the pilot group continues to be fatiguing for you and places a strain on your family life as well. Management, through the Chief Pilots, is likely to tell you they will be poised to operate next summer efficiently and offer you relief through their aggressive hiring plan. However, while they plan to hire and train over 1,300 pilots, I still do not believe it will be enough to relieve the pressure.

The summer of 2020 schedule calls for 4% more flying than the summer of 2019. It is uncertain if Delta will even be able to find enough leeway in the PWA to operate the 2020 schedule. If management truly intended to fix their operational and staffing problems, they would have done it by now with a world-class pilot contract that would help bolster the goodwill of the pilot group. Delta certainly has the resources to achieve such an industry-leading PWA. Management is going to tell you that they tried to negotiate but the union's ask was too great. The union's ask is exactly what the pilot group has asked for through polling, direct contact and your feedback – nothing more, nothing less.

For perspective, Delta is poised to report an approximate 2019 profit of \$6 billion. This is the fifth year of profits exceeding \$5 billion. Since 2015, Delta has returned \$13.3 billion to shareholders, including \$2 billion in stock buybacks and \$1 billion in dividends last year alone. Meanwhile, Delta pilots have delivered the best on-time performance of any North American airline leading an impressive 281 days without a single mainline Delta cancellation in 2019. I extend my appreciation for your hard work, professionalism and commitment to Delta. I assure you that your union, your representatives and I will work tirelessly, seeing to it that management recognizes and appreciates you in the same way.

Moving forward, your elected representatives will meet in a Special Session next week in Atlanta. While the original agenda included an update from the Negotiating Committee, we will now turn our efforts to discussing management's request for a joint application to the National Mediation Board and our next steps. You can look forward to much more information following this meeting directly from me, your reps and from the Negotiating Committee through a *Negotiators' Notepad*.

Despite Delta's decision to abandon direct negotiations without a mediator, I encourage each of you to be proud of the professionalism you demonstrate every day on the line. I understand you may feel disappointed based on this week's actions by the Company, especially as they continue to repeat their empty praises for our "leadership" that

have now fallen flat.

If the Company decides to reverse course on this week's request, the Delta MEC stands ready to continue direct negotiations prior to the planned March 31 planned mediation filing date. I strongly encourage each of you to contact your Chief Pilot and your local elected representatives to share your feelings, opinions and feedback on this matter. You can also show your resolve and solidarity with your fellow pilots by wearing the new Contract 2019 lanyard that will soon arrive at your residence and your ALPA pin.

In Unity and Appreciation,

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

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**Air Line Pilots Association, International**  
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