



FROM THE CHAIRMAN

A LETTER FROM MEC CHAIRMAN RYAN SCHNITZLER

September 16, 2020

Dear Fellow Pilot,

Yesterday, our Negotiating Committee received a proposal from the Company. This proposal did include management's vision for a path to furlough mitigation. The Negotiating Committee is analyzing this proposal and will brief the MEC next week in special session. We will give it a proper review and discuss it; however, this will take time. I understand that October 1 is coming in two weeks, but we must get right any and all decisions we make on your behalf. This means not rushing a decision. We cannot receive a proposal two weeks before a deadline and expect to negotiate.

If the Company is serious in its proposal, delaying the October 1 furlough date to allow time to negotiate is in the best interests of everyone. Keep in mind that your union has been actively engaged in trying to negotiate voluntary cost savings since March 27. This was the very same day that CEO Ed Mr. Bastian stated he needed to hear back from ALPA regarding the 20% ALV reduction – just as the CARES Act was being finalized. We have been down this road before. Creating a “no time bucket” when so much is at stake is unproductive. We have taken our time thus far through this crisis and made the right decisions. We won't rush now.

Also through this crisis, Delta management has chosen to negotiate in public. Unfortunately, they have once again done this through their town halls yesterday. All this does is further stoke fear into the minds of the pilots who management has placed in the precarious position of facing furlough. Stand strong knowing that the MEC will work through this methodically and in a business-like manner.

Once we analyze the proposal, the MEC will decide if there is enough common ground to engage. If we engage, we will have to negotiate to find terms that can be a win/win. This will take some time to be done correctly. Please remain patient. Your reps and I get all of your emails. We understand the desire to find finality in all of this, but to do it right takes a careful approach, and that is how we will handle this.

I also want to address a situation that we are all facing. Our company leadership has decided to weigh into many of the social issues of our society today. While we all appreciate the seriousness of these issues, we are engaged in a profession in which safety is paramount above all else. As such, the discussion of these issues really has no place in our workplace. In fact, many individuals have very strongly held views that can lead to hurt feelings and distract us from the tasks that we must focus on. I have asked management to focus on restoring Delta to profitability.

I am asking you to continue concentrating on delivering our passengers safely and with superior service every day. If you run into a difficult situation with another employee or customer, disengage from the situation and de-escalate. Use ALPA Professional Standards – and for customer issues, your Chief Pilot as appropriate – to help resolve the situation.

In unity,

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

Capt. Ryan Schnitzler, Chairman
Delta Master Executive Council

Air Line Pilots Association, International
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