



July 7, 2017

Fellow Delta Pilots,

I hope that everyone enjoyed the Independence Day holiday, celebrating our nation and the freedoms that many have fought so hard to win.

As the MEC prepares for its upcoming third quarter regular meeting in Detroit, which many consider to be labor's hometown, we are reminded of the mission of our union and the Delta MEC: *to engage anywhere necessary...always protecting and advancing Delta pilot careers, pay, working conditions, benefits and job security*. The MEC continues to work to improve services offered to the membership, to defend your rights, and to advance the profession.

In the July 5 Flight Operations Weekly Update, the Company announced that Delta determined the newly-enacted Georgia Family Care Act, allowing the use of paid sick leave to care for an immediate family member, does not apply to unionized flight crews. According to the Company's Update, the law does not cover "airline flight crews working under existing collective bargaining agreements subject to the Railway Labor Act." The MEC Leadership strongly disagrees with the Company's position, and will engage management on their interpretation of the kin care/state sick issue. There's no doubt that there are fellow Delta pilots who would benefit from the application of this new Georgia law, which became effective on July 1, 2017. This law, and others like it, ultimately contribute to the fabric of our society. By supporting and strengthening our families and each other, we are supporting and strengthening the Delta family.

The Company has also indicated it will be "reviewing whether the kin care laws of California, Washington and Minnesota should continue to be applied to the PWA sick leave benefit for pilots based in those states." Be assured that the MEC will continue to fully support our pilots with family issues requiring the benefits already afforded by a state kin care/state sick leave law.

The MEC strongly opposes any attempt by the Company to exempt or otherwise exclude pilots from the benefits of these laws. The MEC is marshalling its resources and is prepared to take all necessary action should Delta suddenly change its practice regarding kin care/state sick leave laws in these states and attempt to deny pilots these benefits. We believe that such a move by management to cut off existing family leave benefits would be shortsighted, contrary to the spirit of the Delta family, and simply wrong.

The timing of the Company's initiatives to deny Delta pilots access to these laws appears to be primarily related to the effective date of the new Georgia law. However, unintentionally or not, it also could cause employees to question the value of current or future union membership. Certainly, if this is intentionally part of the rationale to curtail pilot benefits, it just compounds our concern and dissatisfaction. I strongly believe that the notion of paid family leave benefits is the right thing for Delta pilots and their families. It has already taken foothold across many industries in the U.S., and is even being embraced at the highest levels of the U.S. government (and within the family of the President). Paid family leave ("paid FMLA" - Family Medical Leave Act) was a strong negotiating priority during our last round of RLA Section 6 negotiations and, though unsuccessful, will likely remain a priority.

Nearly 11,000 Delta pilots are based in states that provide kin care/state sick leave benefits. Considering the other 22 ALPA carriers in the U.S., the number of pilots affected and potentially at risk if even one airline management succeeds at curtailing, eliminating, or avoiding these existing state laws exceeds 19,000. When the non-ALPA U.S. carriers are included, the number climbs even higher. Let there be no doubt this is an issue that unites all of us.

Finally, to complement our legal efforts and to address other emerging threats to the PWA and our jobs, I will advocate that the MEC choose to reactivate and fund the Strategic Preparedness Committee (recently referred to as the "SPSC") for possible organized activity and communications that may be needed should Delta take action to deprive our pilots of our contractual or other legal benefits that have been hard won and long enjoyed.

We'll keep you updated on these and other developing issues.

Fraternally,

A handwritten signature in black ink, appearing to read "Bill Bartels". The signature is fluid and cursive, with a period at the end.

Bill Bartels, Chairman
Delta Master Executive Council