



MEC CHAIRMAN'S UPDATE

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March 16, 2018

Fellow Delta Pilots,

MEC Regular Meeting in Orlando

Last week's meeting was productive; please review the [Daily Summaries](#) on the Delta MEC website for details. Key actions include:

- Extensive discussion of JV SCOPE-related issues.
- Senior management (CEO Ed Bastian, President Glen Hauenstein, Capt. Steve Dickson, Senior VP-Flight Ops, and Brendan Branon, Managing Director-Employee and Labor Relations) met with the MEC for a frank and constructive presentation and Q&A session. We certainly appreciate their effort traveling to MCO for the morning.
- **LOA #18-01 – Modifications to Lodging** was ratified. The LOA is intended to allow alternatives to traditional layovers, based on pilot input, through mutual concurrence between the Company and ALPA. [Click here to review the [LOA](#) and the [Negotiators' Notepad](#).]
- ALPA National legal and subject matter experts briefed on FAR 117, military leave and USERRA, and union governance and policies.
- The MEC gave direction to the MEC officers and Negotiating Committee related to several items, including:
 - Aeroméxico (AM) Joint Venture (JV).
 - V-files and iPad EFB keyboard: we are developing a Letter of Agreement that would codify ALPA communications on the EFB, replacing recently removed crew room V-files. The Company has stated that no keyboards will be issued with the iPad; we contend that a keyboard is contractually required.
 - Fitness Review Board: the test MOU remains in effect short of a 30-day notice of termination by either party. MEC discussion resulted in an agreement for further consideration at future meetings.
 - Sick leave incentive program - 350 Crews: the Company believes that the extra vacation day language does not apply to category pairs that have not been in existence for the full year. We disagree. This will likely be an issue for C Series crews as well.
 - Pilot protocols with the union leaderships of Air France/KLM and Virgin Atlantic (a joint four-way agreement in expectation of an expanded Trans-Atlantic JV) and, separately, WestJet. These are essentially agreements to work together to address mutual problems, similar to those that have been in existence for years.
 - Publication of the FAR 117 Quick Reference Guide.
 - Clarification of the Company's intention to implement an automated system for the awarding of green slips.
 - Pursuit of a voluntary Fitness for Duty Program associated with training problems, better OJI benefits, implementation of E Period training sessions, and Company-paid visas for any pilot who could transit a visa country (regardless of base).

Aeroméxico (AM)

- The Company initially highlighted, then appeared to withdraw from, promoting JVs and our partnership with Aeroméxico during recent spring road shows.
- Pilots are becoming more aware of some of the potential dangers in a JV partner located so close to many of our bases.

- There appears to be a disconnect between the Company and the pilot group about the sentiment regarding AM's planned growth in both domestic and international markets, the basic PWA downside SCOPE protections, and the lack of significant upside protections/distribution of growth flying.
- We will be emphasizing the AM JV LOA process and effort with more specific details in the next few weeks and continue to ensure that the Company understands our concerns.

SCOPE Violations: A350 Delivery and Aeroméxico City Pair

- The A350 delivery flight violation hearing is scheduled for arbitration April 16-17; we will update you with developments.
- We continue to monitor compliance with **Section 1 E.** of the PWA and will seek remedies (and grievances when necessary) to any violations, including a recent Aeroméxico city pair case.

General SCOPE Perspective

- **Section 1** (SCOPE) language in the PWA generally works fairly well to prohibit or restrict the Company from taking actions that exceed contractually agreed to limits (RJ seats and jets, codeshare seats and percentage limits per segment, etc.).
- Marketing and senior management control mainline flying increases; PWA SCOPE language helps protect the downside due to business plans that effectively outsource flying for any reason (marketing, logistics, staffing, aircraft acquisition, etc.).
- There have arguably been few examples related to any of our JV LOAs and other exceptions to **Section 1** where we have benefitted from the negotiated "upside protections"/distribution of growth. Any mainline growth experienced correlated with JVs has been a result of marketing and operational decisions, generally not SCOPE language.
- The Company's new pro-JV communications effort appears to focus on increased domestic block hours as the benefit of JVs, but that fails to address the lack of indigenous international expansion and the reduction in the number of the highest paying (widebody) jobs.
- Traditional paths of creating SCOPE JV agreements that are ultimately just adapted to the Company's existing business plan will not address the loss, or lack of growth, of international widebody flying.

Negotiations Preparation

- A newly formed Strategic Planning/Contract Comparison working group will include MEC members and the Strategic Planning, Negotiating and other key committees to compare and discuss specific provisions of the PWA and provide additional contract comparisons before the pre-opener survey.
- The R&I working group is meeting in early April. The Delta and United MECs are coordinating and sharing costs associated with retirement plan consultants and efforts to help determine a path that improves retirement plan options.
- A 3-day Special MEC Meeting has been scheduled in mid-April to begin the transition to Section 6 preparation, discuss and address SCOPE issues, and consider additional changes to MEC policy and structure.

Mid-Contract Polling/Survey Complete

- The mid-contract survey provided valuable insight about emphasis items associated with our Section 6 planning.
- In extreme generalities, the pilot group is becoming more interested in quality of life improvements and methods to increase overall compensation (including retirement funding).
- Expect a full contract survey in late 2018, as well as quarterly polling and focused micro-surveys.

Contract Enforcement Perspective

- We will continue to try to address issues with the Company, but fully intend to grieve any non-compliance with the PWA when we discover violations and are unable to reach an acceptable resolution.
- Contract enforcement is one of our primary duties during periods between major negotiations.

- The Company has committed to be more responsive to our concerns.

Seniority List Instructors—Minimum Annual Line Flying Requirements (*Section 11 C. 2.*)

- It came to our attention that A350 seniority list instructors (SLIs) will not meet the required amount of line flying to contractually maintain their instructor status.
- We issued a letter to the Company this week that notified them of our intention to pursue a grievance should the Company violate the PWA by having SLIs instruct without allowing them the contractually proper amount of flying time to maintain line proficiency.
- We realize that it is a significant logistical challenge to introduce a new aircraft fleet into service; however, contract language like this exists for a reason and apparently meeting this requirement was not a priority while planning the fleet's introduction.
- This problem could potentially affect individual instructors in other fleets, including the C Series.

Other Significant Ongoing Issues

- **Reroute discussions:** During talks under *LOA #16-03 – Future Reroute Negotiations*, the Company has indicated that it is not interested in our solution to improve reroute due to potential cost. ALPA's proposal would have greatly simplified the reroute pay process. Since no agreement has been reached, we will continue to track reroute infractions and get the appropriate pilots paid correctly.
- **PDTP/PSP:** The Company has not allowed any meaningful participation from ALPA in the structure of this program, which is intended to address training deficiencies. We await the briefing on the program from the Company to determine our response. We will strongly oppose any path to termination outside the parameters outlined in the PWA.
- **IROP Power Outage Grievance:** We have filed a grievance on behalf of pilots denied reroute pay during the ATL power outage IROP. The Company's position appears to be that pay is not due because the airport terminals were closed to passenger traffic and they believe that satisfies the contractual reference to the airport being closed and thus an exception to reroute pay being due. We disagree.
- **Front-End Off-Rotation (Deviate) Deadhead:** The Company has recently informed us of their decision to no longer pursue a mutually agreeable solution to the front-end deviate deadhead issues. Our view is deviate deadhead is essentially positive space commuting and should not be subject to company-imposed rest requirements, so long as you are rested and fit for your assigned duty period. We will grieve any FOM language that is contrary to the PWA as well as defend and grieve any disciplinary action taken against a pilot for unreasonable enforcement of an FOM policy.
- **Seat Selection Issues:** We have been working to resolve the ongoing seat selection issue for Deadhead and COBUS travel. We have attempted to work with the Company up to and including proposing an Employee Travel Optimization Team to address this ever-deteriorating aspect of our job. Unfortunately, the Company has reemphasized that they have no interest in working with us to fix the problems and instead will continue "optimizing" the deadheading experience to maximize revenue.

Thanks for reading, for your interest, and for your continued engagement. Expect a Chairman's Letter next month as we roll out further SCOPE awareness communications.

Fraternally,



Bill Bartels, Chairman
Delta Master Executive Council