

# COUNCIL 1 UPDATE



Representing Council 1 Members Since 1932



May 21, 2012

## Chairman's and Vice Chairman's Perspective

Today, your MEC voted to approve the tentative agreement and to advance it to the membership ratification stage. As a line pilot, you will have the opportunity to vote on your personal acceptance or rejection of the agreement.

For the record, your LEC reps (Steve and Ron) voted "No," meaning "do not send it to the pilots." You may wonder why we voted not to send the agreement out for member ratification, and the answer is simply that the TA did not meet your Council 1 direction to us. We are elected to represent *you*. Through phone calls; e-mails; text messages; face-to-face conversations at LEC meetings, lounge visits, and PUB events; and, yes, the contract survey, you gave your direction to us, and the agreement simply does not meet that direction.

We felt that a better deal could have been achieved in very short order, if your MEC would have informed management that the agreement must be improved to ensure its passage by the pilots. We advocated that position at the MEC meeting with the hope that the rest of the MEC would join us in a timely attempt to better the agreement, but we were unable to gain that support.

Now that the TA has advanced to you, we enter into a different perspective regarding ratification. We anticipate your question: "Does this mean you will vote no on the contract?" The answer is that, in truth, the agreement is a solid base hit; perhaps a double. Some on the MEC view it as a homerun, and perhaps you will as well. I know that all of us, Ron and I included, were looking for something much better than a "single or double."

So what to do now? You will soon see through road shows, notepads, and updates coming your way that this agreement does improve your pay. You will achieve the current SWA book rates in 2015. You will receive an increase in per diem, better vacation, distance training pay and, most importantly, scope protections. As with any contract, you may find issue with some items, but they do not severely detract from the advancements.

We now enter into a discussion with you regarding what the TA offer is; not what it might have been. If it meets your expectations, then your decision will be easy.

Your representatives will be in the pilot lounge by the MSP Chief Pilots Office in the coming weeks to answer your questions about the TA. As well, we invite you to call, e-mail, or text us with any further questions you may have.

Fraternally,

Steve Mayer, Capt. Rep  
Chairman

[Steve.Mayer@alpa.org](mailto:Steve.Mayer@alpa.org)

480-225-3985

Ron Hay, F/O Rep  
Vice Chairman

[Ron.Hay@alpa.org](mailto:Ron.Hay@alpa.org)

952-334-0732

## Secretary-Treasurer's Perspective

For the past seven days, your Council 1 representatives and the Delta Air Lines MEC have been reviewing, analyzing, discussing, and receiving briefings related to the Tentative Agreement (TA) reached with the company last Monday night, May 14, 2012. This TA was reached a full seven months *ahead* of our current PWA's amendable date. That in itself is an unprecedented achievement. Today, a majority of the voting members of the MEC chose to pass a resolution to give you, the line pilot, an opportunity to vote on the agreement.

In the coming weeks you will receive many e-mails containing full contract language of the proposed new Pilot Working Agreement, as well as numerous Negotiators' Notepads outlining major sections and their changes. In addition, you will receive via e-mail a bullet-point document outlining the changes to the agreement, a Chairman's Letter, and a webcast video. In the coming weeks, the Negotiating Committee will travel to every pilot base to brief this new agreement. You will have all the information you need to make an informed decision.

I believe this TA is a path to end the stagnation we have all been living with for the past 11 years. We had an opportunity before us, and we wanted something new—an expedited contract, not a long, drawn-out affair lasting months or years, as in the past. Our unanimously-elected Negotiating Committee, with support from the MEC committees and subject matter experts, was able to achieve a comprehensive TA in a compressed time line.

In this TA, you will find many industry-leading provisions. It provides for significant pay and work rule improvements, as well as increased and industry-leading scope protection.

If I were to have a vote (I no longer am a status rep, as we no longer have active second officers), I would have voted **in favor** of the resolution, as I believe that all 12,004 Delta pilots ought to have the right to examine the TA and vote their conscience.

Your representatives will be in the pilot lounge by the MSP Chief Pilot's Office in the coming weeks to answer your questions about the TA. As well, we invite you to call, e-mail, or text us with any further questions you may have.

Please take the time to study and analyze the agreement. After that analysis, decide for yourself. You have a choice to capture this opportunity now or reject it in favor of the traditional process of contract negotiations. If the TA is not ratified by the line pilots, the MEC will pursue a new contract through the normal Section 6 process. Think about what is best for you and your family and cast your vote.

Dan Gradwohl  
Secretary-Treasurer  
[Dan.Gradwohl@alpa.org](mailto:Dan.Gradwohl@alpa.org)  
310-714-2625