

TO: Council 20 Pilots
FROM: Scott Smetana, Council 20 Vice Chairman
SUBJECT: Vote Explanation
DATE: May 25, 2012

As is the Council 20 tradition, it's time to provide you with my perspective on the vote I cast on the recent TA that was presented to the MEC for consideration.

As an "Executive Summary":

- I voted "No" on the TA and lost by a wide margin.
- The clear will of the Delta MEC is to submit the TA out to membership ratification.
- My job is now to help ensure the pilots I represent get accurate information and good answers to their questions so they can understand how the TA affects them and cast an informed vote.

Please understand that every rep in that room had a very difficult decision to make and each went about it in their own way. There was no "Easy" button to press last week and I wouldn't put any of our pilots through the days we spent together preparing to vote.

I voted "No"-- to send the proposed TA and the negotiating team back to the company. After looking at the TA, it was very clear to me that it didn't meet the standard that our pilots or MEC had set for pay, which was our highest priority. My vote was consistent with virtually all of the feedback I received from you before the MEC meeting, in the week before the actual vote, and afterward. I appreciate your overwhelming support and hope I my decision was in accordance with your expectations.

It's important to note that from the moment we were presented with the TA, the appropriate process was followed. We decided to extend the meeting to allow more time for consideration. We were briefed, asked questions, debated, and finally cast votes. As you are no doubt aware, the No votes did not carry the day and the TA passed by approximately a 3 to 1 margin. Democracy can be an ugly process at times, but it's an important one for us. The TA will now be presented to the entire Delta pilot group for a membership ratification vote.

The pay issue was a disappointing one to everyone, but I would be remiss to not also mention the Scope section of the TA. In addition to some improvement in the upper reaches of scope, there is a fairly complex, "out-of-the-box" method to speed the changes to portions of Delta's RJ fleet that also transfers flying to the mainline faster. The MEC gave our negotiators fairly wide latitude to explore possible ideas here. Now that the TA has been published, all pilots can look at the specifics of this idea and decide for themselves if it holds value for them.

I understand the sensitivity to allowing a significant number of large RJs on the property. They are capable airframes with good cost metrics, two class seating, and better lift capacity-- far

superior to the current 50 seaters. The other side of that sword is that, if done correctly, a solution that expedites the “up-gauging” of a portion of the 50 seat fleet has the potential to create advancement for the very group of pilots most apt to oppose the addition of these aircraft. It’s a complex idea that some of you may feel has merit.

It’s time for you to become more involved in studying the new TA to see how it may affect you and deciding how you will vote. After the TA vote, the MEC decided to reduce the normal ratification window to less than the standard 60 days. This is in accordance with our policy manual and makes sense in light of more modern internet voting procedures and the possibility of capturing an initial pay raise sooner if the TA is ratified. I voted “Yes” to the reduced ratification time.

In the coming weeks, you will receive a lot of information on the TA, which is available in its entirety right now on the ALPA website. I would encourage you to read through the TA or at least the material that is sent via email. A resource that probably isn’t familiar to former North pilots is the Delta Pilots Network, which you can reach during most business hours at 800-USA-ALPA. I think you would also appreciate knowing the MEC is very interested in a neutral presentation of the facts. We reviewed many of the slides that will be used in the road shows coming up and were pretty merciless about pulling any words that implied judgment or support. We want you to get the information straight.

In closing, I hope we will all remain as objective and unemotional as possible while we evaluate this TA. I am not as concerned about the results of the ratification vote approximately one month from now as I am about how we will be as a pilot group a year from now. If our pilot group is strong we can withstand many challenges. I look forward to seeing many of you in the coming weeks.

Fraternally,

Scott