

This was posted on the 330 facebook page and it is pretty good, read it!!!

Ladies And Gents,

I decided to put some of bullet points from the MEC Publications "Contrails 19" and "Negotiator's NotePad 15-02" into something a little more readable, including some math to bring some concrete values to some abstract numbers. Please read and see if you think this TA "improves the pay and working conditions", is "industry leading", "retains profit sharing", and is "historic". I quote these words because our MEC Chairman uses them in his own YouTube video extolling the virtues of this negotiating session. I am not sure if the results of the negotiating process resulted in positive interpretations of his quoted words - you decide.

Pay:

The pay rates appear to be at the top of the present US passenger airline industry, but do not reach the May 2004 Delta pay RATE until January of 2017 (no adjustment for inflation at all). To be clear, we have "8/6/3/3" which is a 14.8% raise on 1 January 2016.

DC Plan contribution of 1% total is what was negotiated in C2012; precedent set??

Per Diem Increase (I only did a Domestic WAG): This will net the average Delta pilot about one HOUR of extra pay per year. Yes, a whole HOUR, each year of the contract. Please be careful to not spend that all on one meal. Note: The 2004 Per Diem was \$2.40, which we will have by - oops, we will only get to \$2.35 by 1 January 2017 as there is not an additional nickel on 1 January 2018. ("One hour pay" based on domestic pilot flying a monthly TAFB of 276 hours which is 3 4-days and a 3-day; your mileage may vary.)

Per Diem (I only did a domestic WAG) paid for those who deviate on front and/or back end of a trip: Hard to compute but I took a wag and went with 36 hours of extra per diem every other month. This WAG will net someone \$486, which could be 2 hours of pay for the year, or 3 (or more) depending on where you sit. Let's just call it 500 bucks and move on.

Vacation pay increases by 15 minutes per day of vacation. For a pilot with 4 weeks to use, this comes out to 7 hours of extra pay, per year.

CQ pay increases by 15 minutes per day. Hmm, three days of CQ will be 45 minutes; let's just round this up to an hour of extra pay, per year. Remember, each sim session is six hours long including the brief times, and you are getting 4 hours of pay for it...

There is mention of a "crawler" to determine the run times for Distance Learning. Let's be optimistic and give that credit for an hour of pay, per year, extra.

Profit Sharing (PS):

Commentary / Opinion: Once the PS threshold is raised, it will likely never be lowered, ever. It will end up like one of those things we "used to have" that we do not have anymore (touching trip drops for vacation, seventh week of vacation, Night Pay, Authorized Leave, etc).

Raising the 10% PS threshold from 2.5B to 6.0B, had it been in effect for our most recent PS payout, would have resulted in a 32% reduction in the PS checks EVERY EMPLOYEE received, from 16.2%

of pay to 11%. If the company makes the vast profits that they expect (several road shows of 4th floor type have stated such) then similar results can be expected, namely, about a third less in your PS check. How does that feel when you are getting a 3% bump in annual pay rate in 2017 and 2018?

We are now up to 10 whole hours of extra pay and 500 bucks, plus the 1% retirement contribution (in 2017) plus increased pay rates and decreased PS rates.

Scope:

I personally do not understand the JV issue other than to note the change from the metric of Seat Miles (Equivalent Air Seat Kilometers) to Block Hours. I am not familiar enough to understand the ramifications of this change. However, the elimination of Sections 1.D.4 - 1.D.6 eliminates the requirement for rjs to have 85% of their ops limited to 900 statute miles; eliminates their requirement to have 90% of their ops per month to or from ATL, CVG, DTW, FLL, LAX, MEM, MSP, JFK, LGA, MCO, SLC, SEA, TPA; eliminates their 6% cap on ops per month BETWEEN the airports listed (i.e. no nub-hub restrictions). The elimination of these mileage and route restrictions is replaced with a requirement to have a fixed ratio of flying relative to Mainline.

Reroute:

Minor improvements

Sick Leave:

100-hour trigger for verification is now a 15 work days missed trigger, and it is in a rolling 365-day period, not the sick leave year (1 June to 31 May), and your doctor's note now goes to a "Delta Health Services" not CPO. Also, there is no voluntary verification (i.e. you cannot get a note for a 7-day sinus infection and turn it in to push your 15-day limit out into the future). There are other various sick leave / disability "enhancements" but note that there are none for retirement - no changes whatsoever, not even a reduced health care premium for retirees.

OE Pay:

This change in the way OE is handled, if approved, will be like PS - it will likely never be restored to where it is now. It is difficult to WAG the cost to the company, but I uses 40 hours OE for new hire, and 25 hours OE for anyone else (CA upgrade, new jet transition, etc). If there are 500 new hire OE/yr and 500 other OE/yr, and the average FO who was awarded the trip via PCS or PBS (and then told to stay home because the trip is now an OE) makes \$160/hr, then the cost to Delta for this is \$5.2Million/year. This is not a lot of money for Delta. Even if my math is doubled and it's \$10M/year, it is not a lot of money. Should this TA pass, an FO who is awarded a trip with a LCA will have the trip dropped off his line and be paid 25 cents on the block dollar, so a four-day trip with 20 hours of block and 4 hours of credit will pay him/her 5 hours. So his/her line value went from say, 80 hours down to 61 hours. If there is nothing in open time to pick up, then what? If the pilot is a commuter and needs the pay, will they travel to base and sit on their own "long call" to get a short-notice White slip? What if the only trips available are poor quality trips and this is a senior FO - is his/her seniority being abrogated? **{ALPAWatch Editor: Early on this was a point of confusion**

**and since has been clarified. The 25% refers to the number of biddable OE trips. Under the TA, 75% of the LCA trips will be withheld from bidding for FOs. Pay is unaffected, bidding power is effected}**

"Quality of life" issues:

TLV increase by 1 hour = work more?

50% travel reimbursement for NYC pilots when assigned a rotation from short call - nice, but none for LAX pilots who cover SNA and ONT as well?

Other minor changes

Possible questions to ask yourself and/or your reps:

- Does this TA value my contribution to the success of Delta Air Lines?
- Does this TA respect the sacrifices my family and I have made for Delta Air Lines?
- Does this TA reflect my professionalism, dedication, and commitment to safety that I exercise every day?
- Does this TA reflect the Core Values of the company that Richard talks about in every safety video watched by our passengers ("integrity, respect", etc)
- Does this TA reflect my input to my reps via emails, phone calls, texts, lounge visits, and the Contract Survey?
- Does this TA raise the bar in all areas or do I find it concessionary?
- Do I want to be responsible for a company-wide reduction in profit sharing?
- Why is the company and the association in such a hurry to get a TA and get the ratification process completed?
- Am I ok with the possibility of never seeing OE pay the way it currently is ever again?
- Am I ok with the possibility of never having the 20% PS trigger back down at 2.5B ever again?
- Will there ever be a negotiating environment like this one, where my company is making north of 4 to 5 billion dollars in profit, year over year?
- Do I really think that Delta's plunge into bankruptcy was the result of pilot wages the way the MEC Chairman portrays it or could it have been due to poor management decision and business practices?

Thank you for taking the time to read this. I hope you digest it, share it with family and co-workers, and think long and hard about how you want to proceed when it is time to vote on this TA.

Respectfully,

IA

PS - Here is a review of past Profit Sharing data in case you haven't seen it, including some quotes from our CEO, Richard Anderson:

2011 profit resulted in a PS check equal to 4.85% of your pay

2012 profit resulted in a PS check equal to 6.67% of your pay

2013 profit resulted in a PS check equal to 8.26% of your pay (would have been higher but C2012

removed \$125,000,000 from the pool)

2014 profit resulted in a PS check equal to 16.21% of your pay (would have been higher but C2012 removed \$125,000,000 from the pool)

"At Delta, we believe that people, values and culture drive our success," said Richard Anderson, Delta's chief executive officer. "We call it the 'Delta Difference.' It is essential for our employees to have an ownership stake in our business and share in the record-breaking achievements they helped create." (2015 Company Press Release)

"This year's profit sharing payment is a reflection of their hard work and of our conviction that if we take care of our employees, they take care of our customers and that enables our shareowners to succeed." (2014 Company Press Release)

"Profit sharing is not only a demonstration of appreciation for employees' hard work in 2012, it's an investment in improving our customer experience on Delta now and in the future." (2013 Company Press Release)

"Delta relies on its employees for its operational and financial success. " (2013 Annual Report)

"Profit sharing symbolizes two important aspects of the Delta culture. First, it is a tangible way we share our success. Employees have earned profit sharing payments in three of the last five years. This underscores our values of dignity and mutual respect and our commitment to provide fulfilling careers for Delta people." (2012 Company Press Release)

"We want a bigger profit sharing payout for you for 2012." (Company Press Release)