



October 29, 2020

20-58

The Delta MEC and Delta Air Lines Reach An Agreement in Principle to Prevent Pilot Furloughs

On Tuesday, October 27, 2020, the Delta MEC commenced a virtual special meeting to provide further direction to the Negotiating Committee with respect to the ongoing discussions with Delta regarding furlough mitigation. After meeting with the Company for the past two weeks, the Negotiating Committee has reached an agreement in principle. Once the contractual language is finalized and agreed upon between the parties, **LOA #20-04** will become a tentative agreement and presented to the MEC for its review and action.

In exchange for temporary flexibility on the TLV to allow a five-hour window between 72 and 80 hours, the Delta pilots will receive contractual improvements in the following areas:

- An immediate lowering of the Green Slip trigger from “the lesser of ALV or 75 hours” to “the lesser of the ALV minus 5 hours or 72 hours”, which dependent on the ALV, could lower the green slip trigger to as low as 66 or 67 hours
- Furlough protection for every Delta pilot on the seniority list until January 1, 2022
- A permanent modification to the TLV to 73-78 hours after the term of the LOA
- A commitment from Delta to establish a [Market-Based Cash Balance Plan](#) for all Delta Pilots
- Positive Space commuting provisions for the term of the LOA
- Establish contractual guardrails on ARCOS call-out parameters, and improve call-out and batch size requirements
- Monthly pay of 30 hours, DC contributions and active medical for all UNA pilots who received furlough notices, even if they have not completed initial training at Delta. These pilots will not have a flying obligation to the Company nor will they have restrictions on outside employment.
- A pause and extension of the LOA in the event of a clean CARES Act extension until the furlough protections of the Act expire, regardless of whether the funding made available by the Act is utilized by Delta

More detailed information will be coming shortly when the Negotiating Committee reaches a tentative agreement including a *Negotiators’ Notepad*.

Please note that the Membership Ratification vote for **LOA #20-03 – Voluntary Scheduling Options** ends on Oct. 31, 2020, at 10 a.m. ET. We encourage you to participate in this ballot if you have not already done so. **LOA #20-03** will take effect immediately, if passed.

This is a product of the Delta MEC Communications Committee