



MEMO

To: All Flight Operations Employees
From: John Laughter, S.V.P. and Chief of Operations
Date: Oct. 29, 2020
Subject: Progress made to prevent pilot furloughs

Today we agreed on a path forward with ALPA's Negotiating Committee that, if approved, can ultimately protect pilots from furlough through Jan. 1, 2022. While this agreement is still subject to approval by the MEC, we are confident this can help Delta to be better positioned through the long and choppy COVID-19 pandemic recovery. This agreement is the result of partnering with ALPA and finding common ground. It contains several quality of life improvements while allowing Delta to generate much needed savings through a path to help avoid furloughs – a key goal of ours from the beginning. We still have some steps to go in the process to finalize contractual language for a tentative agreement that the MEC will then review and action.

Recognizing the importance of this agreement, and in the spirit of working together to reach this deal, we have decided to delay the furlough effective date until Nov. 28, 2020. This is the maximum extension allowable under the WARN Act based on the original furlough date of Oct. 1, 2020. This extension should provide sufficient time for the MEC to work through the ratification process in the coming weeks.

We will continue to work with the Negotiating Committee to finalize the tentative agreement and will keep you updated as we continue forward.

We have the best pilots in the business and we know that our pilots are key in leading this recovery. Thanks for all you do. Stay safe.

A handwritten signature in black ink, appearing to read "John", is located at the bottom left of the page.