

Contract 2019 TA Executive Summary

This Executive Summary is intended to provide a brief overview of improvements to the Delta PWA. Additional information is available on the TA website (Contract2019.org) in the form of full language, a TA Reference Document, Negotiators' Notepads and more.

Section 3: Compensation

- The baseline composite hourly pay rate increases in the C2019 TA are as follows:
 - January 1, 2023: **18%**
 - January 1, 2024: **5%** (23.9% cumulative)
 - January 1, 2025: **4%** (28.9% cumulative)
 - January 1, 2026: **4%** (34% cumulative)
- Pay Banding A330 & B767-400 to the A350 rates
- Adjust A320/319 to align with B737-800/700
- A220-300 is raised to the previous A320/319 pay rate
- A220-100 pay steps from year 1 to year 12 increased to match the pay rate "slope" of the A220-300.
- One-Time Payment for eligible pilots (**LOA #23-01**):
 - 4% of pilot's eligible earnings in CY2020, plus
 - 4% of pilot's eligible earnings in CY2021, plus
 - 14% of pilot's eligible earnings in CY2022
- All earnings from 1/1/2023 to 3/1/2023 are eligible for the new rates of pay established in Section 3 B. 2. for each aircraft, applied retroactively. This retroactive plus-up will also include the applicable Defined Contribution (DC) 401(k) payments, as well as updated training pay for new hire (entry-level) pilots.
- Holiday Pay: Any rotation that touches a listed holiday will receive an additional ADG (5:15) pay/no credit for each holiday.
- Developed a new Ocean Crossing Pay: \$8/hour for Captains & \$6/hour for First Officers, triggered if new narrowbody aircraft are scheduled for ocean crossings
- "Me Too" Clause for each of AA and UAL
- Improved Entry Level Pilot (New Hire) Pay
- International Pay Override now includes Canada

Section 4 – Minimum Pay and Credit Guarantees

- Short Call Pay: reserve pilot will receive one hour of pay/no credit for completion of each short call period in which they do not perform flying.
- Pay for GS/IA on Reserve: A reserve pilot on an X-day, who has been awarded a GS/IA that was subsequently removed, will receive a minimum of two hours pay/no credit and additional time.

Section 5 – Lodging and Expenses

- Established Per Diem tied to the US Government “CONUS” and “OCONUS” Meals and Incidental Expense (M&IE) rates, which adjust naturally as multiple factors affect the rates for individual markets.
 - Increased Domestic & International Per Diem
- Canada Operations now receive international per diem
- Improved Crew Meal provisions

Section 7 – Vacations

- Increases vacation value:
 - 2023-2024 vacation year: 4:00 hours per day
 - 2024-2025 vacation year: 4:15 hours per day
 - 2025-2026 vacation year: 4:35 hours per day
- All vacation days are now worth the same value
- Improved Vacation Accrual
- Improved Vacation Period Distribution
- Increases Individual Vacation Days (IVD)

Section 8 – Deadhead

- Improved Deadhead Seat Provisions
- Improved Deadhead Boarding Priority
- Improved Surface DH Pay
- Improved Per Diem on Deadhead Deviations

Section 10 – Seniority List Instructors, Line Check Pilots & Line Validation Pilots

- Improved SLI Duty Period and Guarantee Pay
- Improved SLI Pay Overrides
- Closed loophole for FO SLI Flying as Captain
- Established SLI Holiday Pay (same holidays as line pilots)
- Established SLI Premium Overnight Simulator Pay
- Established SLI Scope
- Improved SLI Golden Days and Soft Days
- SLI Positive Space
- SLI Hotels
- New SLI Flying Requirements
- Increased LCP/LVP Pay

Section 11 – Training

- Increased Qualification Training Pay
- Increased Other Training Pay (CQ, In-Command, etc.)
 - Date of signing, pay increases to 4:15 per training day

- 1/1/2024 5:00 per training day
- Improved Distributed Training Pay
- Improved Late Night Simulator Training Pay

Section 12 – Hours of Service

- Established “Redeye Flight Segment” Definition
- Improved WOCL Scheduling Restrictions
- Improved Duty Period Limits
- Rotation Construction improvements
- Establish pay for “ADG carve-out” between 0000-0200
- Established “Sit Pay”
- Established Extended Duty Period Pay
- Established Minimum Calendar Day of 2:30 pay and credit

Section 13 – Leaves of Absence

- Extended Medical Leave period to 15 years
- Improved Military Leave Policy
- Improved Maternity Leave to 10 weeks (12 weeks with Parental Leave)
- Improved Bonding Leave
- Established 14 days of Paid Parental Leave

Section 14 – Sick Leave

- Increased Sick Leave Verification trigger from 100 to 120 hours
- Removed requirement for 160-hour trigger with Doctors Certificate
- Established Automated Call-In Sick & Call-In Well
- Adds new exceptions to Sick Leave Verification trigger for COVID and future pandemics

Section 16 – Crew Augmentation and International Operations

- Established Minimum Standards for Rest Facilities
- Eliminate 13-hour operations on A330-300 with Single Rest Bunk

Section 21 – Furlough and Recall

- Established Bid Period Credit Restrictions when Pilots on Furlough

Section 22 – Filling of Vacancies

- Improved PBS Staffing Formula
- Improvements to Advance Entitlements

Section 23 – Scheduling

- Improved Reroute Provisions
- Reroutes Limited to One Additional Calendar Day

- Reroute Protections for Commuting Pilots
- Improved PBS Line Construction Window (LCW)
- Established Premium Open Time Rotations
- Premium Rotations awarded in PBS
- Reserve – Long & Short Call Improvements
- Established Reserve with Conflict (RWC)
- Premium Short Calls & Elimination of 7th Involuntary Short Call (SC)
- Short Call Transparency
- Established Premium Reserve Day
- Reserve to Regular Pilot Protections
- Reserves Rerouted through Base protections
- Establish X-Day Swap Board
- Improved Yellow Slip
- Improved Reserves Required Formula
- Established Voluntary Standby Rotations
- Established Voluntary Airport Standby
- Established Jetway Trades
- Improvements to ARCOS Parameters

Section 24 – General

- Established Medical Privacy & Protections
- Improved Parking for Commuting Pilots

Section 25 – Medical, Dental, Life Insurance, and Other Benefits

- Reduced Delta Pilot Medical Plan (DPMP) Premiums
- Established contractual High Deductible Health Care Plan
- Improved Retiree DPMP Premiums
- Established Voluntary Group Variable Universal Life Insurance (GVUL)

Section 26 – Retirement and Disability Benefits

- Increased Company-funded 401(k) Defined Contributions
 - January 1, 2024: 17%
 - January 1, 2026: 18%
- Established Minimum Disability Benefit
- Greater access to the Enhanced Disability Bank
- Eliminated Disability Benefit restrictions on psychiatric disabilities
- Eliminated Disability restrictions for not completing Invasive Procedure required for 1st Class Medical

Section 29 – Duration

- December 31, 2026, amendable date