



# MEC ALERT

A Publication of the Delta Master Executive Council

## What Pilots Need to Know

January 16, 2023

23-03

### ***Tentative Agreement Available***

Today, your elected representatives were briefed in open session on the full language of the Contract 2019 Tentative Agreement (TA). The full language is now available for your review and consideration. The Global Scope Letter of Agreement (LOA) TA will be briefed in open session this week and language will be available following the briefing.

#### **How to Access the TA Language**

- Contract 2019 TA – clean ([PDF](#))
- Contract 2019 TA – with markup ([PDF](#))
- TA Reference Guide ([PDF](#))
- TA Website: [Contract2019.org](http://Contract2019.org)
- Aerodocs: Material will be available on Aerodocs in the coming days

#### **Negotiators' Notepads**

Negotiators' Notepads will be distributed via email over the next several weeks as well as published to the TA website. Notepads will describe TA sections in depth and provide detail the improvements in each section.

#### **New Pay Rate Effective Date: January 1, 2023**

After the Agreement in Principle (AIP) was reached in December, a subsequent meeting took place between ALPA and management. As communicated in the December 30 Chairman's Letter, management agreed to move up the contract's effective date from Date of Signing (DOS) to January 1, 2023. This would make the new pay rates effective on January 1, 2023, rather than waiting until DOS, and would also include the 16% Company 401(k) contributions to January 1,

and an earlier amendable date to December 31, 2026, provided the TA is ratified no later than March 1.

### **Grievance Resolution**

In exchange for moving up the DOS, management sought resolution of certain outstanding grievances and disputes over COVID/NFLY and Scope. The settling of grievances is common at the conclusion of Section 6 negotiations. The resolution of these specifically-listed outstanding grievances and disputes is now included with the C2019 TA and, as part of the TA, will be considered with any TA vote.

Grievance Resolution ([PDF](#))

### **Next Steps**

Over the next few days, the MEC will continue to review language and receive input from the Negotiating Committee and Subject Matter Experts (SMEs). During this week's Special Meeting, the MEC will vote on whether to send both TAs to membership ratification (MEMRAT).

### **Membership Ratification**

The MEC will consider the C2019 TA, including the Grievance Resolution, and the Global Scope LOA TA independently and hold a separate vote on each. Should the TA(s) be sent to MEMRAT, you can expect the following information to help you make an informed decision:

- Executive Summary: a bullet-point overview with the key highlights of the TA.
- TA Reference Document: a section-by-section listing of the changes to the contract, in bullet form, with explanatory notes as appropriate.
- Pro/Con Paper: written by MEC members on each side of a topic, this document describes the pros and cons of each section resulting from Section 6 Negotiations, with content approved by a majority vote of the MEC.
- Negotiating Committee Road Shows: the NC and SMEs will travel to every base. Should the TA(s) be sent to MEMRAT, a road show schedule will be published.
- Podcasts: podcasts specific to the various PWA sections will be released as they are available. These will both outline those sections in more detail but also address your questions as they arise. For now, expect podcasts to launch after road shows.
- Frequently Asked Questions: FAQs can be submitted through several channels.

More information on where to find information and how to submit questions will be available if the TA(s) are sent to MEMRAT.

### **Contact Your Reps**

Your elected representatives will vote on whether or not to recommend these TAs be sent to MEMRAT. Per the MEC Policy Manual: "No agreement will be submitted to the membership for ratification unless it has first been recommended for approval by a majority vote of the MEC, which is authorization for submission for a membership ratification vote."

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