



January 16, 2023

23-07

Negotiators' Notepad 23-07: C2019 Section 7 – Vacations

*This Negotiators' Notepad will discuss the details of various changes to **Section 7 (Vacations)** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads, along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

Vacation Pay

Effective with the 2023-2024 vacation year, a pilot will receive **4:00** hours per day of vacation. This value will increase to **4:15** per day for the 2024-2025 vacation year and finally to **4:35** hours per day for the 2025-2026 vacation year. The “split” value in place today for vacation value (3:45/3:30) has been eliminated, and all vacation days are now worth the same value.

All vacation time will continue to be considered for line construction purposes in PBS, as it is today. A pilot’s vacation bank will be credited with the number of hours as reflected in the accompanying table.

Vacation Weeks	Vacation Value Current Book	Vacation Value 2023-2024 (4:00)	Vacation Value 2024-2025 (4:15)	Vacation Value 2025-2026 (4:35)
1 week	26:15	28:00	29:45	32:05
2 weeks	52:30	56:00	59:30	64:10
3 weeks	77:00	84:00	89:15	96:15
4 weeks	101:30	112:00	119:00	128:20
5 weeks	126:00	140:00	148:45	160:25

Improved Vacation Accrual

The current Delta PWA lags the industry in vacation accrual. This TA improves accrual, and Delta pilots will now receive the 3rd and 4th weeks of vacation one year earlier in their career. Additionally, pilots will now get their 5th week of vacation in their 16th year, rather than having to wait until their 19th year.

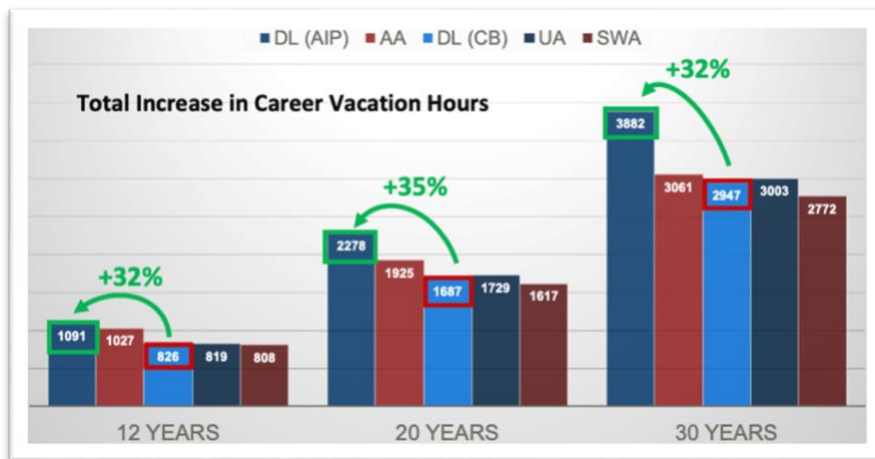
By the 2025/2026 vacation year, total vacation value for a pilot with 5 weeks of vacation is **160:25**. This restores the Delta pilots’ vacation value to pre-Bankruptcy levels last seen under Contract 2000 (C2K). In C2K, Delta pilots did have a 6th week of vacation after 25 years, however the daily value was 3:45 per day. Under C2019, a Delta pilot will attain approximately the same value, but will accrue it 9 years earlier.

48 Hours Free of Duty

In addition to the increase in vacation week accrual, pilots will also now have the option to receive an unpaid 48 hours “free of duty” before their primary vacation week. The Company cannot schedule pilots for any duty during this period, and the pilot

may not be awarded or assigned any flying. If a pilot were to fly into this 48-hour period due to a reroute or late operations, it is treated the same as a vacation day.

Years of Continuous Employment Completed before April 1 st of Vacation Year	Earned Vacation
4-5 1-4	2-weeks 2 weeks + 48 hours
6-11 5-10	3-weeks 3 weeks + 48 hours
12-18 11-15	4-weeks 4 weeks + 48 hours
19 or more 16 or more	5-weeks 5 weeks + 48 hours



With a combination of the increase in the value of vacation day and faster accrual, this TA provides Delta pilots a significant increase in total vacation hours at several steps in their career.

Due to the vacation year having already been bid, pilots who would have qualified for an additional vacation week of vacation in the 2023-2024 vacation year due to the new accrual will be paid out for the extra week no later than after the conclusion of the vacation year.

Improved Vacation Period Distribution

In our current PWA, only 1% of the total number of vacation periods to be awarded in a category must be made available for every vacation week throughout the year. The minimum distribution of weeks is extremely important as it determines how many weeks will be available for bid during some of the most important times of the year, such as summer or during the holidays. Compared to the rest of the industry, Delta vacation distribution is currently one of the worst. This TA greatly increases the number of vacation periods Delta has to make available for bid in each week of the vacation year.

Starting with the 2024-2025 vacation year, the weekly distribution will be 1.3% of total number of vacation periods available for bid, except in the summer months (June, July, August) the

weekly minimum distribution will be 1.25%. However, each of the summer bid periods must offer a minimum of 5.5% of the total number of vacation periods, and also must have a cumulative minimum of 18% of the total vacation periods available for bid, ensuring a significant increase in the number of vacation weeks available to be bid and awarded in the summer months.

	Current PWA	2024-2025 Vacation Year
Minimum # of Vacation Periods Available for Bid	1.0% per week	1.3% per week
Minimum # of Vacation Periods for Summer Bid Periods: June, July, August	1.0% per week	<ul style="list-style-type: none"> • 1.25% per week • 5.5% per bid period • 18% for the 3 periods combined

Individual Vacation Days (IVD)

Due to tight staffing at Delta, it has become increasingly difficult for pilots to get certain days off if they are unable to successfully bid for them. Many times, staffing does not allow for a personal drop. Under our current PWA, a pilot is only permitted to use an authorized personal drop (APD) once per year. IVDs, first introduced in **C2015**, give pilots more flexibility to drop a rotation.

In this TA, the number of IVDs has increased from four per year to six for pilots with three weeks or more of vacation. Those pilots may use up to six IVDs with two occasions to use. The rules related to awarding of IVDs are unchanged (and continue to be identical to those for APDs, but awarded prior to APDs). If a pilot were to choose to use their IVDs to drop a trip, the pilot will receive the applicable vacation pay for each IVD. IVD(s) must be the first and/or last day(s) of an awarded vacation period, consistent with current practice.

Reroute or Late Operations into Vacation

There are two provisions in this TA that improve the situation for pilots who fly into their vacation. Currently, when a pilot flies into a vacation day(s), either due to late operations or a reroute, they are entitled to move that day(s), either to the end of that vacation period or to the beginning or end of a subsequent vacation period. If the pilot chooses to move the interrupted day(s) to the end of their current vacation period, the pilot receives full pay and credit for the value of any rotation that is dropped as a result.

Under our current PWA, there is one exception to this rule and this TA *deletes* the exception. The exception allows a pilot to fly into their vacation by up to two hours. If this occurs, the pilot may **only** place the interrupted day at the end of the current vacation if it would not cause a rotation conflict or if the pilot has no other remaining vacation periods in that vacation year. The limitations on placing a vacation day to the end of the same vacation week are eliminated.

The second improvement also deletes an exception for pilots who fly two hours or less into their vacation due to late operations or a reroute. Currently the pilot will only be reimbursed for nonrefundable deposits and fees up to a maximum of \$1,500 if they fly **more** than two

hours into their vacation. This TA deletes the two-hour exception, and now any encroachment of a pilot's vacation is eligible for this reimbursement.

Improved Vacation/Training Conflicts

This TA gives pilots more flexibility if qualification training from an AE or VD conflicts with their vacation. If a conflict does arise, the Company will notify the pilot and the pilot will then have 10 days to decide what works best for them.

- Retain the vacation, if seniority permits,
OR
- The pilot may elect to re-bid the vacation through the vacation move-up process. If there are no available vacation periods for re-bid, the pilot may select a vacation week in the following year, after vacation bidding has completed. *The number of vacation periods available for bid in the following vacation year will be increased for every week resulting from a pilot who chooses this option.*
OR
- At pilot's option, the pilot's earned vacation will be reduced by the number of days in such conflicting vacation period, and the pilot will receive pay under **Section 7 G. 3. b.** in lieu of such vacation period not taken.
OR
- If pilot does not notify Company, the pilot will receive an available week in the current year. If none are available, the Company will pay out the pilot's vacation.

Codified Vacation Slide

Currently pilots are allowed to slide their vacation in PBS, but it is not a contractual provision. This TA codifies this practice. A pilot will be able to slide their vacation period if it remains in the same bid period and any moved days after the slide would not be coverage days.

An additional exception will now guarantee that a pilot will be able to slide their primary vacation period up to 3 days in a bid period with adequate staffing, measured by months in which reserve pilots are entitled to receive additional X-days under **Section 12 M. 2. Note.** However, this exception does not guarantee that a pilot will be able to slide into any days commencing two days before and ending one day after New Year's Day, Fourth of July, Thanksgiving Day, and Christmas day.

Conclusion

Please take the time to read the entire series of Notepads that will be provided to you, share the material with your families, attend one of the road shows, and ask as many questions as you need to ask. LEC Representatives will be available in lounges to help answer any questions you may have. In addition, please review the latest information and FAQs at dal.alpa.org, or submit questions to DeltaTAQuestions@alpa.org.

Fly Safe,
Eric, Brandon, and Rich