



January 16, 2023

23-08

Negotiators' Notepad 23-08: C2019 Section 8 – Deadhead

*This Negotiators' Notepad will discuss the details of various changes to **Section 8** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads which will be made available at the [Contract 2019 website](#), along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

Improving deadhead provisions in the PWA was a key goal of the MEC during this round of negotiations. There have been a number of improvements throughout **Section 8** that will impact the Delta pilots' quality of life.

Improved Deadhead Seat Provisions

Seats for a non-ocean crossing deadhead, including most domestic deadheads, will be assigned in accordance with the following rules:

- A seat will be booked (if available for sale at time of booking) for a deadheading pilot in the **highest class of service** on board the aircraft, when the deadhead will take place on:
 - a 3-hour or greater flight segment preceding another working leg in the same duty period, or
 - a redeye flight segment
 - If a seat in the highest class of service is not available at time of booking, the deadhead will be booked consistent with the "all other deadhead" provisions below.
- For all other deadheads:
 - If available at the time of booking, pilots will be booked in the following seats:
 - Second highest class on board aisle, then window
 - Third highest class on board aisle, then window
 - Fourth highest class on board aisle, then window (if applicable)
 - Second highest class on board middle seat
 - Third highest class on board middle seat
 - Fourth highest class on board middle seat (if applicable)
- ***In either case above, if a seat with a higher class of service becomes available for sale at any time prior to the pilot checking in for the flight, a deadheading pilot will be automatically upgraded (consistent with the above seating priority) before any other passenger, including all other nonrev passengers.***
- The deadhead seat assignment at the time a rotation is created will remain with the deadhead flight segment and will not be forfeited in the event the rotation is subsequently assigned or awarded to another pilot.

In addition to the above, the following seat upgrade/selection opportunities will now apply:

- After check-in, a pilot will be placed on the standby upgrade list and automatically upgraded to the higher class of service (within the classes that are applicable to their deadhead) **at a higher priority than any other passenger on the standby upgrade list, including all other nonrev passengers.**
- For both upgrade provisions, if multiple pilots are deadheading on the same flight at the time an upgrade is processed, upgrades will be awarded based on seniority date. Only deadheading Delta pilots will be eligible for this upgrade status above all other passengers.
- In addition, pilots will be unrestricted from selecting a seat on their deadhead flight to any seat which is available for sale on the Company's primary customer booking source (e.g., Delta.com) This means that pilots will have the ability select a different seat than originally assigned if the seat is still available for sale, within the classes applicable to their deadhead type. In limited cases, some seats (such as those blocked for ADA compliance) may show as blocked for selection by pilots as long as they are blocked for selection by all customers.
- The pilot will continue to have the ability to improve their seat from available inventory until the time at which the seat map becomes locked for all other Delta passengers consistent with today's practice, which is usually 30-60 minutes prior to departure for domestic flights, and up to 90 minutes prior to departure for international flights.
After the seat map becomes locked, pilots remain eligible to obtain a different seat from the gate agent before boarding, and will remain eligible for a higher seating priority until the pilot boards the aircraft.
- Once a seat is assigned (or selected/changed above) the seat selection **will not** be changed unless there is an equipment substitution or seat map change (i.e., same aircraft model with a different seating configuration). If this exception applies, the pilot will be accommodated in an equivalent seat as previously selected, unless a more restrictive seating configuration does not make one available.

*Ocean-crossing deadheading (including the exception for NRT/HND) are **unchanged**. However, the language for these deadheads has been moved from **Section 16** to **Section 8**.*

Improved Deadhead Boarding Priority

Pilots are now able to board for a deadhead flight once **any** passenger begins boarding.

Improved Surface DH Pay

The calculation for surface deadhead rates has changed from the current values to 25% of the lowest year-2 First Officer hourly pay rate of aircraft at Delta, but no less than 25% of the year-2 First Officer A220-100 hourly pay rate. The re-calculated tables can be found in **Section 8 B. 3.**, which are no longer a fixed-rate going forward, and will now increase alongside pay rates.

Incorporated MOU #18-01 into PWA

MOU #18-01 improved the quality of life for pilots with two separate provisions established related to deadheading back to a co-terminal, as well as deadheading after late night operations.

Co-Terminal Deadheads

For pilot based at domiciles with co-terminal operations, the agreement updated the surface travel times that Crew Scheduling uses in order to determine the earliest return to base between co-terminal airports, and biases toward sending the pilot to their rotation airport of origin.

*In the example below, an NYC-based pilot's rotation originated at LGA, and the pilot must deadhead back to base at the end of their rotation. When considering which DH complies with **Section 8 D. 3.**, an earlier deadhead option to EWR is available. The table below outlines different scenarios based on pre **MOU #18-01**, and the current options utilized under the MOU which are now incorporated into the PWA.*

	Pre-MOU #18-01	MOU Example 1 (return to airport of origin)	MOU Example 2 (return to co-terminal with ground transport)
Available LGA Deadhead	17:00 arrival	17:00 arrival <u>Option used</u>	17:00 arrival
Available EWR Deadhead	Lands at 15:30	Lands at 15:30	Lands at 13:30
Estimated Surface Transport Time	+ 1:20**	+ 2:40	+ 2:40
Estimated return to LGA	= 16:50 arrival <u>Option used</u>	= 18:10 arrival	= 16:10 arrival <u>Option used</u>

***Prior method understated realistic total surface transport time between airports*

Deadhead After Late Night Ops

PWA **Section 8 D. 3.** requires that a pilot be returned to their base via deadhead on the earliest flight possible. In some instances, where pilots are scheduled to arrive very late at night, this language requires that they remain on duty and deadhead on the first flight in the morning. **MOU #18-01** created the ability for a pilot to request a room in these situations, however, under C2019 these rotations will now be built with a scheduled break in duty before the deadhead.

A pilot still has the option to deviate on the first flight home, however they will now have a layover and an additional duty period on rotations which end in this situation.

Improved Per Diem on Deadhead Deviations

Currently, when a pilot utilizes an off-rotation deadhead at the end of a rotation, their time away from base and per diem ends upon the pilot's release from their last non-deadhead segment. Under the agreement, Per Diem will now be calculated from scheduled time away from base, even if the deviation is on the back end of a rotation.

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