



January 16, 2023

23-10

***Negotiators' Notepad 23-10: C2019***  
***Section 11– Training & Section 22 – Filling of Vacancies***

*This Negotiators' Notepad will discuss the details of various changes to Sections 11 and 22 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.*

***Section 11 – Training***

**Qualification Training Pay**

Currently, pilots receive a pro-rata share of the ALV for their time in Qualification Training. This number can range from 2.3 hours per day to 2.8 hours per day depending on the ALV. Under C2019, pilots will receive 3:05 per day (regardless of the ALV) for the entirety of their training footprint, even on days with no scheduled training. Excess training days under **Section 11 F. 19** have been increased in value to 3:35 per day as well.

*Example: Currently, if a pilot's training footprint encompasses all 30 days of a bid month with a 75:00 ALV, they receive 75:00 hours of pay. Under C2019, pilots will receive 3:05 for each of those 30 days, which equals to 92:30 hours of pay during the bid period.*

**Other Training Pay (CQ, In-Command, etc.)**

All other training pay increased as well.

- At date of signing, pay increases to **4:15 per training day**
- On **1/1/2024** it will further increase to **5:00 per training day**

**Distributed Training Pay (e.g., QCQ)**

- Pay for Distributed Training will increase to 1 minute of pay for every 1.5 minutes of distributed training runtime, but cannot be less than 60 minutes of pay.

*Example 1: QCQ has a runtime of 1hr 42min. The pilot will receive 1hr 8min of pay.*

*Example 2: A company-mandated training module has a runtime of 25 minutes. The pilot will receive 60 minutes of pay.*

### **Restructuring of Theater Qualification**

All references to TOE in the PWA have been eliminated due to the Company implementing an expanded Theater Qualification process for *both* Captain and FO.

- The 96-hour limitation and 6-month delay in pay protection for pilots lacking theater qualification has been ***eliminated***
- Pilots may be awarded a rotation that operates in a theater that they are not qualified for with no restriction. If the Company elects to subsequently remove the pilot from the rotation, they are eligible for pay protection immediately.
- Pilot-to-Pilot swap board requests for a rotation in which the pilot is not qualified must occur at least 96 hours prior to report.

### **Seniority List Instructors/Line Check Pilots/Line Validation Pilots**

Work rules and pay provisions for SLIs, LCPs & LVPs have been moved and will now reside in the amended **Section 10**. Please review ***Negotiators' Notepad 23-11*** related to the new section for details on improvements that were made for these pilots.

### **Improved Late Night Simulator Training Pay**

- Premium pay is available for training, *scheduled or actual*, which occurs between 0100-0500 **local simulator time** including brief and debrief. This is an improvement from the current language that utilizes 0100-0500 pilot's base time, which has caused west coast pilots to involuntarily train on the backside of the clock in the past. This practice is no longer possible.
- Training during this time period will still require the pilot's consent.

### **Improved Scheduling of OE**

- Pilots may now request, via bidding in iCrew, two calendar days free from duty following the completion of training before starting their OE

### **Withdrawal from Training**

- Pilots will now have a once-in-a-career option to withdraw from training ***without incurring a training failure***
- Pilots so electing to withdraw will be returned to their previous category with a 24-month freeze. If such category is no longer available, the pilot will be offered the option to return to their previous equipment in another base, seniority permitting.
- This is independent from new provisions in **Section 22** that allow a pilot to withdraw from their award if the Company moves their training to a different training window

### **Long Course Option for 1<sup>st</sup> time Upgrades**

- Pilots who are upgrading for the first time, who would otherwise have been eligible for a short course upgrade, will now have the option to request a full training course
- Choosing the full training course will not change any category freeze provisions

### **ALPA Involvement in Non-Traditional Career Pathway Programs**

- The Company must consult with the MEC Training Committee if the Company elects to develop or establish a career development program for prospective new hire pilots.

## ***Section 22 – Filling of Vacancies***

### **Improved Staffing Formula**

Found in **Section 22 C.**, the PBS staffing formula outlines the minimum staffing requirements for each position of the airline. The formula has been improved to more accurately increase staffing when Delta runs the operation hot and premium time increases. This change will be phased in over three tranches, and when fully phased in will require approximately 150 additional pilots under the staffing formula.

### **Advance Entitlements**

One of the most common complaints that the MEC has received regarding **Section 22** is how the position bidding system operates, specifically as to the length of conversion windows and the lack of control pilots have over their training footprints. This section has been improved with numerous layers that address many of these concerns.

### **Conversion Windows**

The new “default” conversion window will be reduced from 210 days to 150 days. On postings with at least 10% of the posted positions as displacements, the conversion window may be increased to 210 days. However, to have access to the 210-day bid, the displacements must not be just published, but the 10% minimum must actually be reduced via the AE/VD/MD process. Once per year, if displacements are posted, the company may still use an extended conversion window. However, all conversions must take place within 335 days, which has been reduced from the present 365-day window.

### **Golden Days for Qualification Training**

Under the new language, a pilot will be granted six “Golden Days” during qualification training, which will be bid for as part of an AE, MD and VD, and on which their awarded training footprint may not encroach. These days must be consecutive, but can be used in up to two blocks. They are designed to protect days off for “life events” that often occur during a training cycle.

In the event that Golden Days delay the training footprint, a pilot will be placed in the first available training slot that does not conflict. In the case that a junior pilot ends up training first as a result, the pilot may lose pay protection.

### **Qualification Training Preferences**

In addition to training Golden Days, pilots will also have the ability to bid for specified windows in which they can expect their training to start, as well as what simulator period the pilot prefers. This system is currently under development as part of a new training scheduling software system, and programming will be completed during the term of C2019 no later than 2 years after date of signing. The highlights are:

- For a 210-day bid, a pilot can preference to train in either the first or second half of the conversion window
- For a 335-day bid, a pilot can preference to train in either the first third, second third, or last third of the conversion window

- Training footprint window preferences will be honored in seniority order
- Pilots will also be able to submit their preferred simulator periods (“A Period,” “B Period,” etc.). Their preferences will be honored to the greatest extent possible, based on simulator availability at the time of the award
  - *For example, if a pilot with a training footprint that requires 10 simulator events submits a preference for “C-Periods,” but only eight “C-Periods” are available, the pilot will be awarded those eight “C-Periods” (subject to seniority), and then assigned other available sim periods for the remaining two.*
- Training footprints and simulator schedules will be published as soon as possible, but no later than 45 calendar days after the publishing of the award. **No training will commence from the award until the training dates have been published.**
- A pilot will be trained in seniority order within their preferenced training footprint unless the pilot submits a preference under **Section 22 D. 8. d.** (before/after junior)
- A pilot who does not submit a training footprint preference will be awarded the earliest remaining training footprint in seniority order, after the preferences of pilots who did submit requests are considered
- A pilot’s training footprint start window will be honored prior to their preference for simulator periods
- If the Company moves any pilot’s awarded training footprint to a different window (first, second, or third, etc.), the Company will provide the pilot with advance notice of the proposed change no later than the date the bid opens for the bid period in which the training footprint begins. This pilot will now be offered the option to withdraw from the award.
  - The pilot at their option may withdraw from training provided the pilot informs the Company of their withdrawal within 14 calendar days from notification.
  - A pilot who withdraws from training/award will remain in their current category **without incurring any new seat lock/category freeze.**
  - A pilot who elects not to withdraw will be pay protected in accordance with current practice.

### Reinstatement Pay Protections

A pilot awarded a position via Reinstatement will be pay protected under **Section 22 E. 9.**, if not converted in seniority order among pilots awarded the same category on the same AE, VD, or Reinstatement.

### Category Freeze

Category freeze will now be defined by training type versus length of training. This will prevent changes in freeze length by arbitrary changes in training footprints.

Type of Qualification Training	Duration of Freeze
Initial Qualification	24 Months
Differences	9 Months
All Other Qualification Training	12 Months

**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](http://dal.alpa.org), or submit questions to [DeltaTAQuestions@alpa.org](mailto:DeltaTAQuestions@alpa.org).*

Fly Safe,  
Eric, Brandon, and Rich