



January 16, 2023

23-14

Negotiators' Notepad 23-14: C2019 Sections 20, 21 & 24

*This Negotiators' Notepad will discuss the details of various changes to **Section 20 – Seniority**, **Section 21 – Furlough and Recall**, and **Section 24 – General** 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 20 – Seniority

Probation Period Ends Earlier

- After completing OE, a pilot who is furloughed within their first 12 months of employment as a pilot will have such time count towards their probationary period by adjusting “Aggregate Service” to now include periods of furlough.

Section 21 – Furlough and Recall

Furlough Notification

- The required notice of furlough to **all** pilots is increased from 30 to 90 days.

Bid Period Credit Restrictions with Pilots on Furlough

The TA incorporates new language which provides a statistical penalty in the **Section 22 C**. staffing formula as well as restricting white slip pick up limits when pilots are on furlough, resulting in more pilots contractually required to staff the same amount of flying.

- While any pilot is on furlough (who has not been offered recall), the PBS Staffing Formula under **Section 22 C. 1.** will be subject to a 150% multiplier to value “G” (rolling average of SS/GS/GSWC/IA/IAWC).
- While any pilot is on furlough (who has not been offered recall), a pilot will not be awarded a WS under **Section 23 P. 5.** if the rotation’s credit will cause him or her to exceed ALV plus 7.5 hours.

Section 24 – General

Medical Freedom & Privacy Protections

- The Company may not require a pilot to undergo any medical procedure(s), other than that which is required by the FAA to maintain a First Class Medical certificate.
 - This provision does not apply to Delta’s new-hire pilot requirements.
- If a pilot does not meet a governmental travel requirement to operate to an international or domestic destination due to their vaccination status or for other medical reasons, the pilot will be bid restricted or removed from rotations to such destination(s) without pay protection.
- The Company may not require a pilot to disclose any personal medical or protected health information except as expressly required under the PWA or as required by law.
- The Company may not disclose a pilot’s personal medical or protected health information to a third-party or government agency without the pilot’s explicit written consent unless required under the PWA for purposes of administering Company benefit plans, or as required by law.

Parking for Commuting Pilots

- If pilot does not live within an 80 mile radius of a pilot or flight attendant base that offers parking, a pilot may submit for reimbursement for up to \$400 annually for parking at an alternate airport location *in addition* to their base parking permit.

Use of Crew Rest Facilities for Jumpseating

- Jumpseating Delta pilots may now occupy an onboard rest facility during flights where working crew rest is not required.

Improved Uniform Provisions

- In the event Delta changes the required Pilot uniform, the Company will bear the replacement cost of all new uniform items for ***all*** pilots. This provision is in addition to company-paid new-hire pilot uniforms in ***Section 5***.

Incorporation of LOAs & MOUs

- Several existing LOAs and MOUs in our current PWA are now incorporated in the language for ease of reference, including fatigue protections established in ***MOU #20-02 – Fitness Review Board***.

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