



January 16, 2023

23-16

Negotiators' Notepad 23-16: C2019 TA Reference Guide

As you consider the Tentative Agreement (TA) on C2019, there are many resources available to help inform your decision. This document is a high-level summary of changes to the Delta PWA under C2019, but does not contain comprehensive detail on each item. While the PWA should be considered the source document for information regarding all changes contained within the TA, various ***Negotiators' Notepads*** numbered **23-02** to **23-15** are provided to expand on these changes, and should be referenced to more fully understand all items in this summary.

Some negotiated items are subject to an implementation timeline due to programing changes to relevant automation systems which will occur after ratification. Items with deferred implementation are listed in ***MOU #23-01***.

Section 1 – Scope

1 B. 47. – Improved RJ Protections

- Reduced number of “permitted aircraft” by deleting carveouts that allowed for an unlimited number of aircraft that have 37 or fewer seats and that weigh 37,000 or fewer pounds.

1 B. 47 b. – Improved RJ Protections

- Updated **1 B. 47 b.** so that **any** aircraft that is 50 seats or less counts toward the 125 aircraft limit.

1 C. 9. b. (New) – Partner Carrier Cockpit Complement Protections

- Added new language to **1 C.** to so that Delta’s partner flying more closely mirrors existing PWA protections which require 2 Delta pilots in the aircraft.

1 D. 9. – Improved RJ Protections

- Updated and simplified **1 D. 9.** to set more restrictive ratio of mainline block hours to RJ block hours regardless of the number of 76 seat RJs in operation (no increase in number of 76 seat RJs allowed).

1 I. 1. – Improved Furlough Notification

- *All pilots* on the seniority list to receive 90 days advance written notice before being furloughed

1 I. 2. – Improved Furlough Protections

- No pilot on the seniority list will be placed on furlough if the staffing at the time of notice or at time of furlough is less than the PBS Staffing Formula (**Section 22 C.**) for any position.

1 I. 6. – Updated Furlough Protections

- If a pilot hired prior to March 2, 2023 is furloughed the Company will convert all 76-seat aircraft for operation as 70-seat aircraft.

Clean Up/Delete

Previously Section 1 N.

- Deleted Virgin Australia Joint Venture agreement (JV no longer exists)

Previously Section 1 O.

- Deleted Alaska Airlines Marketing Agreement (Marketing Agreement no longer exists)

Global Scope LOA

- See Global Scope Negotiators' Notepad
- If ratified (separate agreement), **Section 1 O.** becomes Global Scope

Section 2 – Definitions

- Update and insert definitions negotiated throughout the various individual sections of the PWA

Section 3 – Compensation

3 A. 7. & 3. C. – Improved International Pay

- “International Operation” will apply to Canada operations
- “International Pay” will apply to Canada operations

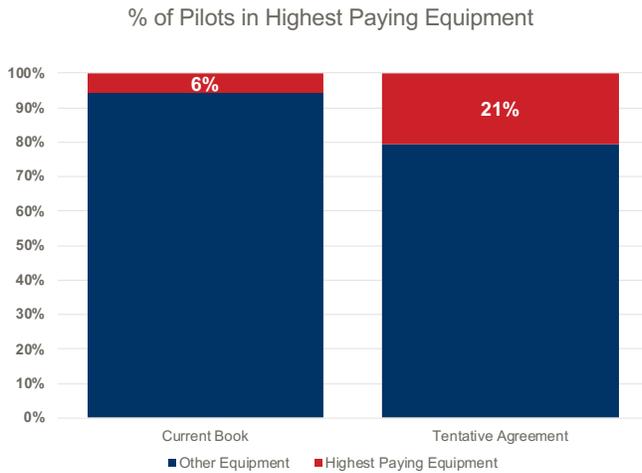
3 A. 10. & 3. J. (New) – Ocean Crossing Pay

- Ocean Crossing Pay
 - \$8/hr CAs, \$6/hr FOs, paid as hourly premium for flight time flown on an ocean crossing flight segment, which is triggered by *any* narrowbody aircraft (other than B757 or A321NEO going to/from Hawaii) performing an ocean crossing as published in the bid package.

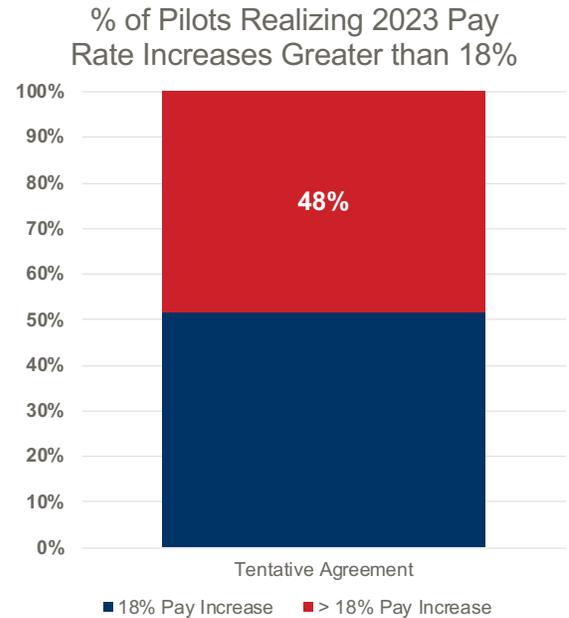
3 B. 2. – Improved Pay Rates

- Effective dates:
 - 1/1/2023 - **18%**
 - 1/1/2024 - **5%**
 - 1/1/2025 - **4%**
 - 1/1/2026 - **4%**
- A330-900/300/200, 767-400 banded up to the A350 pay rate

- Any pilot who is already on the A350, A330, or 767-400 will incur a 36-month category freeze for any move within this band, only for awards prior to DOS +1 (see **MOU #23-02 – Miscellaneous Items**)
- A320/319 are banded up to the 737-800/700 pay rate
- A220-300 is banded up to the old A320/319 pay rate
- 12-year longevity for A200-100 unchanged, but pay steps to year 12 is improved



Note: Based on Pilots in Category for January '23 Bid Period; Current Book paying equipment includes 350; Tentative Agreement highest paying equipment includes 350, 765, and 330



Note: Based on Pilots in Category for January '23 Bid Period; Equipment realizing 18% increases include 350, 7ER, 73N, and 717; Equipment realizing greater than 18% increases include 765, 330, 320, and 220

1 January 2023

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
A-350	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-787	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
A-330-900/300/200	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-767-400ER	417.54	414.40	411.28	408.16	405.02	401.92	398.78	395.68	392.52	389.39	386.23	383.12
B-767-300ER	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-767-300/200	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-757	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
A-321N	349.50	345.93	342.25	338.61	336.22	333.46	331.01	328.45	325.68	323.06	320.46	317.76
B-737-900	336.89	334.29	331.69	329.24	326.64	324.10	321.57	319.02	316.45	313.90	311.46	309.03
A-321	336.89	334.29	331.69	329.24	326.64	324.10	321.57	319.02	316.45	313.90	311.46	309.03
B-737-800/700	335.13	332.67	330.13	327.65	325.11	322.59	320.10	317.60	315.06	312.52	310.09	307.69
A-320/319	335.13	332.67	330.13	327.65	325.11	322.59	320.10	317.60	315.06	312.52	310.09	307.69
A-220-300	323.39	320.94	318.47	316.02	313.60	311.17	308.74	306.27	303.81	301.37	298.96	296.51
A-220-100	310.15	307.80	305.43	303.08	300.76	298.42	296.10	293.73	291.38	289.03	286.73	284.37
B-717	301.57	299.40	297.08	294.78	292.51	290.24	288.05	285.69	283.51	281.23	278.94	276.90
EMB-195	253.19	251.34	249.39	247.48	245.57	243.66	241.81	239.86	238.05	236.09	234.17	232.45
EMB-190/CRJ-900	215.41	213.82	212.19	210.54	208.93	207.30	205.69	204.05	202.51	200.90	199.23	197.76

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
A-350	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-787	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
A-330-900/300/200	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-767-400ER	285.22	282.62	280.11	276.36	273.38	267.25	260.02	253.59	247.68	241.82	206.65	108.34
B-767-300ER	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-767-300/200	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-757	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
A-321N	238.71	235.93	233.07	229.26	226.96	221.76	215.81	210.54	205.51	200.62	171.44	108.34
B-737-900	230.10	227.98	225.91	222.88	220.51	215.54	209.67	204.47	199.67	194.95	166.60	108.34
A-321	230.10	227.98	225.91	222.88	220.51	215.54	209.67	204.47	199.67	194.95	166.60	108.34
B-737-800/700	228.90	226.87	224.80	221.80	219.46	214.50	208.68	203.59	198.81	194.09	165.91	108.34
A-320/319	228.90	226.87	224.80	221.80	219.46	214.50	208.68	203.59	198.81	194.09	165.91	108.34
A-220-300	220.88	218.89	216.90	213.97	211.68	206.91	201.28	196.32	191.70	187.17	159.95	108.34
A-220-100	211.83	209.92	208.01	205.20	203.01	198.44	193.04	188.27	183.84	179.50	153.40	108.34
B-717	205.96	204.23	202.30	199.56	197.47	193.00	187.80	183.11	178.89	174.63	149.21	108.34
EMB-195	172.95	171.42	169.84	167.55	165.77	162.03	157.66	153.77	150.19	146.62	125.29	108.34
EMB-190/CRJ-900	147.10	145.84	144.48	142.53	141.03	137.85	134.11	130.80	127.76	124.73	108.34	108.34

1 January 2024

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
A-350	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-787	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
A-330-900/300/200	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-767-400ER	438.42	435.12	431.84	428.57	425.27	422.02	418.72	415.46	412.15	408.86	405.54	402.28
B-767-300ER	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-767-300/200	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-757	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
A-321N	366.98	363.23	359.36	355.54	353.03	350.13	347.56	344.87	341.96	339.21	336.48	333.65
B-737-900	353.73	351.00	348.27	345.70	342.97	340.31	337.65	334.97	332.27	329.60	327.03	324.48
A-321	353.73	351.00	348.27	345.70	342.97	340.31	337.65	334.97	332.27	329.60	327.03	324.48
B-737-800/700	351.89	349.30	346.64	344.03	341.37	338.72	336.11	333.48	330.81	328.15	325.59	323.07
A-320/319	351.89	349.30	346.64	344.03	341.37	338.72	336.11	333.48	330.81	328.15	325.59	323.07
A-220-300	339.56	336.99	334.39	331.82	329.28	326.73	324.18	321.58	319.00	316.44	313.91	311.34
A-220-100	325.66	323.19	320.70	318.23	315.80	313.34	310.91	308.42	305.95	303.48	301.07	298.59
B-717	316.65	314.37	311.93	309.52	307.14	304.75	302.45	299.97	297.69	295.29	292.89	290.75
EMB-195	265.85	263.91	261.86	259.85	257.85	255.84	253.90	251.85	249.95	247.89	245.88	244.07
EMB-190/CRJ-900	226.18	224.51	222.80	221.07	219.38	217.67	215.97	214.25	212.64	210.95	209.19	207.65

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
A-350	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-787	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
A-330-900/300/200	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-767-400ER	299.48	296.75	294.12	290.18	287.05	280.61	273.02	266.27	260.06	253.91	216.98	113.76
B-767-300ER	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-767-300/200	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-757	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
A-321N	250.65	247.73	244.72	240.72	238.31	232.85	226.60	221.07	215.79	210.65	180.01	113.76
B-737-900	241.61	239.38	237.21	234.02	231.54	226.32	220.15	214.69	209.65	204.70	174.93	113.76
A-321	241.61	239.38	237.21	234.02	231.54	226.32	220.15	214.69	209.65	204.70	174.93	113.76
B-737-800/700	240.35	238.21	236.04	232.89	230.43	225.23	219.11	213.77	208.75	203.79	174.21	113.76
A-320/319	240.35	238.21	236.04	232.89	230.43	225.23	219.11	213.77	208.75	203.79	174.21	113.76
A-220-300	231.92	229.83	227.75	224.67	222.26	217.26	211.34	206.14	201.29	196.53	167.95	113.76
A-220-100	222.42	220.42	218.41	215.46	213.16	208.36	202.69	197.68	193.03	188.48	161.07	113.76
B-717	216.26	214.44	212.42	209.54	207.34	202.65	197.19	192.27	187.83	183.36	156.67	113.76
EMB-195	181.60	179.99	178.33	175.93	174.06	170.13	165.54	161.46	157.70	153.95	131.55	113.76
EMB-190/CRJ-900	154.46	153.13	151.70	149.66	148.08	144.74	140.82	137.34	134.15	130.97	113.76	113.76

1 January 2025

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
A-350	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-787	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
A-330-900/300/200	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-767-400ER	455.96	452.52	449.11	445.71	442.28	438.90	435.47	432.08	428.64	425.21	421.76	418.37
B-767-300ER	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-767-300/200	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-757	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
A-321N	381.66	377.76	373.73	369.76	367.15	364.14	361.46	358.66	355.64	352.78	349.94	347.00
B-737-900	367.88	365.04	362.20	359.53	356.69	353.92	351.16	348.37	345.56	342.78	340.11	337.46
A-321	367.88	365.04	362.20	359.53	356.69	353.92	351.16	348.37	345.56	342.78	340.11	337.46
B-737-800/700	365.97	363.27	360.51	357.79	355.02	352.27	349.55	346.82	344.04	341.28	338.61	335.99
A-320/319	365.97	363.27	360.51	357.79	355.02	352.27	349.55	346.82	344.04	341.28	338.61	335.99
A-220-300	353.14	350.47	347.77	345.09	342.45	339.80	337.15	334.44	331.76	329.10	326.47	323.79
A-220-100	338.69	336.12	333.53	330.96	328.43	325.87	323.35	320.76	318.19	315.62	313.11	310.53
B-717	329.32	326.94	324.41	321.90	319.43	316.94	314.55	311.97	309.60	307.10	304.61	302.38
EMB-195	276.48	274.47	272.33	270.24	268.16	266.07	264.06	261.92	259.95	257.81	255.72	253.83
EMB-190/CRJ-900	235.23	233.49	231.71	229.91	228.16	226.38	224.61	222.82	221.15	219.39	217.56	215.96

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
A-350	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-787	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
A-330-900/300/200	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-767-400ER	311.46	308.62	305.88	301.79	298.53	291.83	283.94	276.92	270.46	264.07	225.66	118.31
B-767-300ER	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-767-300/200	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-757	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
A-321N	260.68	257.64	254.51	250.35	247.84	242.16	235.66	229.91	224.42	219.08	187.21	118.31
B-737-900	251.27	248.96	246.70	243.38	240.80	235.37	228.96	223.28	218.04	212.89	181.93	118.31
A-321	251.27	248.96	246.70	243.38	240.80	235.37	228.96	223.28	218.04	212.89	181.93	118.31
B-737-800/700	249.96	247.74	245.48	242.21	239.65	234.24	227.87	222.32	217.10	211.94	181.18	118.31
A-320/319	249.96	247.74	245.48	242.21	239.65	234.24	227.87	222.32	217.10	211.94	181.18	118.31
A-220-300	241.20	239.02	236.86	233.66	231.15	225.95	219.79	214.39	209.34	204.39	174.67	118.31
A-220-100	231.32	229.24	227.15	224.08	221.69	216.69	210.80	205.59	200.75	196.02	167.51	118.31
B-717	224.91	223.02	220.92	217.92	215.63	210.76	205.08	199.96	195.34	190.69	162.94	118.31
EMB-195	188.86	187.19	185.46	182.97	181.02	176.94	172.16	167.92	164.01	160.11	136.81	118.31
EMB-190/CRJ-900	160.64	159.26	157.77	155.65	154.00	150.53	146.45	142.83	139.52	136.21	118.31	118.31

1 January 2026

Captain	12	11	10	9	8	7	6	5	4	3	2	1
B-777	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
A-350	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-787	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
A-330-900/300/200	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-767-400ER	474.20	470.62	467.07	463.54	459.97	456.46	452.89	449.36	445.79	442.22	438.63	435.10
B-767-300ER	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-767-300/200	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-757	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
A-321N	396.93	392.87	388.68	384.55	381.84	378.71	375.92	373.01	369.87	366.89	363.94	360.88
B-737-900	382.60	379.64	376.69	373.91	370.96	368.08	365.21	362.30	359.38	356.49	353.71	350.96
A-321	382.60	379.64	376.69	373.91	370.96	368.08	365.21	362.30	359.38	356.49	353.71	350.96
B-737-800/700	380.61	377.80	374.93	372.10	369.22	366.36	363.53	360.69	357.80	354.93	352.15	349.43
A-320/319	380.61	377.80	374.93	372.10	369.22	366.36	363.53	360.69	357.80	354.93	352.15	349.43
A-220-300	367.27	364.49	361.68	358.89	356.15	353.39	350.64	347.82	345.03	342.26	339.53	336.74
A-220-100	352.24	349.56	346.87	344.20	341.57	338.90	336.28	333.59	330.92	328.24	325.63	322.95
B-717	342.49	340.02	337.39	334.78	332.21	329.62	327.13	324.45	321.98	319.38	316.79	314.48
EMB-195	287.54	285.45	283.22	281.05	278.89	276.71	274.62	272.40	270.35	268.12	265.95	263.98
EMB-190/CRJ-900	244.64	242.83	240.98	239.11	237.29	235.44	233.59	231.73	230.00	228.17	226.26	224.60

First Officer	12	11	10	9	8	7	6	5	4	3	2	1
B-777	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
A-350	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-787	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
A-330-900/300/200	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-767-400ER	323.92	320.96	318.12	313.86	310.47	303.50	295.30	288.00	281.28	274.63	234.69	123.04
B-767-300ER	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-767-300/200	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-757	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
A-321N	271.11	267.95	264.69	260.36	257.75	251.85	245.09	239.11	233.40	227.84	194.70	123.04
B-737-900	261.32	258.92	256.57	253.12	250.43	244.78	238.12	232.21	226.76	221.41	189.21	123.04
A-321	261.32	258.92	256.57	253.12	250.43	244.78	238.12	232.21	226.76	221.41	189.21	123.04
B-737-800/700	259.96	257.65	255.30	251.90	249.24	243.61	236.98	231.21	225.78	220.42	188.43	123.04
A-320/319	259.96	257.65	255.30	251.90	249.24	243.61	236.98	231.21	225.78	220.42	188.43	123.04
A-220-300	250.85	248.58	246.33	243.01	240.40	234.99	228.58	222.97	217.71	212.57	181.66	123.04
A-220-100	240.57	238.41	236.24	233.04	230.56	225.36	219.23	213.81	208.78	203.86	174.21	123.04
B-717	233.91	231.94	229.76	226.64	224.26	219.19	213.28	207.96	203.15	198.32	169.46	123.04
EMB-195	196.41	194.68	192.88	190.29	188.26	184.02	179.05	174.64	170.57	166.51	142.28	123.04
EMB-190/CRJ-900	167.07	165.63	164.08	161.88	160.16	156.55	152.31	148.54	145.10	141.66	123.04	123.04

One-time Post PWA Ratification Payment (LOA #23-01)

The Company will make a one-time payment to each pilot, based on eligible earnings since the amendable date utilizing the following formula:

- 4% of pilot's eligible earnings in CY2020, plus
- 4% of pilot's eligible earnings in CY2021, plus
- 14% of pilot's eligible earnings in CY2022

(See **Negotiators' Notepad 23-04** for more detail on this provision)

Additional Retroactive Payment after January 1st, 2023

All earnings from 1/1/2023 to 3/1/2023 are eligible to be plussed-up to the new rates of pay established in **Section 3** for each aircraft type. This plus-up will also include the applicable Defined Contribution (DC) 401(k) payments, as well as updated training pay for new hire pilots.

3 B. 5. (New) – “Me Too” Clause

- “Me too” clause if UAL or AA reach an agreement establishing a higher hourly rate of pay at the top captain rate for the highest paying aircraft the carrier operates:
 - On a one-time basis for each compared carrier, all aircraft rates will increase to match the percentage difference between the top Delta rate and the higher rate identified above, plus 1%
 - All **Section 3 B. 2.** pay tables will increase by the above (“me-too” +1%) percentage.

3 D. – Improved Entry Level Pilot (New Hire) Pay

- New Hire Pay has increased from a flat salary to 2:30 of flight pay per day, at year 1 hourly pay rates, from first day of employment until completion of OE

3 I. – Profit Sharing

- Updated verbiage so that a pilot who retires from Delta in the December bid period and receives pay in the following calendar year will be treated as an “active pilot” that following year for purposes of participating in the pilot profit sharing. This closes the loophole for pilots retiring in December.

3 K. (New)– Holiday Pay

- Any rotation that touches a holiday receives an additional ADG (5:15) pay/no credit for each holiday, if flown
 - “Holiday” for purposes of this provision is defined as: New Year’s Eve, New Year’s Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, and Christmas Day
 - Holiday pay will be paid in addition to all other pay which a pilot is entitled

Definitions/Clean Up

- **Section 3 A. 11.** – added definition of “Pay, No Credit” (pay in addition to all other pay to which a pilot is entitled). For a reserve pilot, this pay is “above guarantee.”
- Deleted all references to 747-400
- Replaced CS-100 with A220-100

- Replaced CS-300 with A220-300

Section 4 – Minimum Pay and Credit Guarantees

4 H. 3. (New) – Improved Short Call Provisions

- A reserve pilot will receive one hour pay/no credit for the completion of each short call period in which a pilot does not perform flying.
 - This is pay *above the guarantee*

4 H. 4. (New) – Improved Reserve GS/IA Provisions

- A reserve pilot will receive a minimum of 2 hours pay/no credit and receives time off in accordance with **Section 23 S. 11**. if the pilot:
 - has not acknowledged the removal from the rotation, and
 - reports for duty (GS/IA) on an X-day

4 I. 2. (New) – Pilot Pay for Chief Pilot Meetings

- Pilot to receive additional pay/no credit equal to ADG for a disciplinary hearing or investigatory interview as required by the Company on a scheduled day off.

Section 5 – Lodging and Expenses

5 A. 2. – Improved International Per Diem Definition

- “International Per Diem” will now apply to Canada operations

5 B. 1. – Improved Domestic Per Diem

- Domestic per diem adjusted on an annual basis to 90% of the government M&IE rate based on a weighted average of the top 10 layover cities, by volume, rounded up to the nearest whole \$.05
- 2023 Domestic Per Diem: **\$2.85** (Current Domestic Per Diem: \$2.45)

5 B. 2. – Improved International Per Diem

- International per diem adjusted on an annual basis to 60% of the government M&IE rates based on a weighted average of top 5 layovers cities, by volume, in each of the following theaters: Atlantic, Pacific, Americas, and effective on DOS rounded up to the nearest whole \$.05
- 2023 International Per Diem: **\$3.35** (Current International Per Diem: \$2.90)

5 B. 4. (New) – Improved Per Diem Provisions

- All pilots who are eligible for a hotel while assigned to training at the pilot’s base will receive per diem beginning at 0000 hours on the first day of training and end at 2359 hours on the last day of training.

5 B. 5. (New) – Improved New Hire Per Diem Provisions

- New Hires will receive 8 hours per diem for each day of training

5 C. – Improved Crew Meal Provisions

- Expanded crew meal provisions for both domestic and international flights
- Number of meals is dependent upon length of flight segment, time of day, duty period and available ground times between flights. See *Negotiators' Notepad 23-04* for detailed information related to this improvement.

5 E. 1. b. 1) (New) – Improved Training Hotel Provisions

- Pilots that are in qualification training at their base, upon request, will be provided lodging to include *both* the night prior to the first day *and* the night of the last day of training

5 E. 1. f. (New) – Memorialized New Hire Hotel Provisions

- New hires to receive hotel rooms throughout training during indoctrination and initial qualification training

5 E. 4. Note (New) – Definition for Hotel Room Unavailability

- For layovers following an ocean crossing, define “not available” as lodging that is unavailable 45 minutes after scheduled arrival at the hotel, with contract language to allow pilot to procure their own room and be reimbursed by the Company.

5 E. 14. (New) – Deleting Amsterdam Noord Carve-Out

- AMS layovers will move downtown no later than DOS +16 months
 - More than one downtown hotel in AMS can be used for pilot lodging to ensure enough rooms are available
 - Company may utilize the NH Noord under very limited, specific defined circumstances.
- See *MOU #23-02 – Miscellaneous Items* for deletion of **5 E. 14./AMS Carveout**

5 G. (New) – Improved Uniform Provisions

- Entry level pilots will receive a complete uniform prior to OE at the Company's expense

Clean Up/Administrative Change

5 E. 1. b. 3) Note

- Replace *MEC Scheduling Committee Chairman* with *MEC Hotel Committee Chairman*

5 E. 8./5 E. 12.

- “Crew Accommodations” change to “Corporate Travel Services (CTS), or the applicable third-party travel services vendor”

Section 6 – Relocation

6 A. 3. f. 1) – Improved Relocation Benefits

- In the event a pilot moves their household goods and personal effects to a new permanent residence that is within a 125 straight-line statute mile radius from *any* co-terminal airport (currently provision is measured from co-terminal airport central reference point)

6 A. 3. f. 5) – Improved Relocation Benefits

- Reduced timeframe when pilots must repay the Company for relocation benefits if, within 12 months (formerly 24 months) of the conversion that entitled the pilot to receive such relocation benefit, the pilot converts into a position at another base as the result of an advance entitlement

6 A. 3. f. 5) b) (Deleted) – Improved Relocation Benefits

- Deleted provision that required a pilot to repay the Company relocation benefits if the pilot relocated to another permanent residence without changing bases

6 B. 1. b. 1) b) i. – Expanded Eligibility of Vehicles that the Company Must Cover Full Cost to Transport

- Increases the age of vehicles that the Company will cover the full cost to transport from 10 years old to 12 years old

6 B. 1. b. 1) b) i. Exception (New) – Company Reimbursement for Vehicles Older than 12 years

- The Company will now reimburse pilots \$800 to transport cars that are more than 12 years old.

6 B. 1. b. 2) b) – Improved Mileage Reimbursement

- Improved the mileage reimbursement for pilots when they drive their care for a move due to a relocation by deleting the static rate of .55 cents per mile and tying it to the government mileage rate
 - 2023 Government Mileage Rate: **65.5** cents

6 B. 1. e. 1) – Improved Company Provided Insurance Coverage for Household Goods

- Company provided insurance coverage for the repair or replacement value of household goods and personal effects that are lost or damaged while being moved under **Section 6 B. 1. a.** increases from \$150,000 to \$200,000

6 B. 1. e. 2) – Improved Company Provided Insurance Coverage

- Company will provide insurance for the loss or damage to a vehicle(s) transported under **Section 6 B. 1. b. 1)** up to the lesser of the vehicle's replacement value or \$100,000
 - Coverage improves from \$50,000 to \$100,000

6 B. 1. f. – Improved COMAT Shipping Weight Limits

- Company paid COMAT shipping weight **increases** from 500 pounds to 1,000 pounds

6 B. 1. g. – Improved One Time Allowance

- One-time allowance of \$2,000.00 **increases** to \$6,000.00 after arrival of all household goods and personal effects at the pilot's new residence. This is applicable to any pilot who is entitled to relocation benefits that actually moves residence to their new base.

6 C. 1. a. & 6 C. 2. c. – Improved Forfeiture of Relocation Benefits

- Pilots will now have 36 months from conversion to relocate their permanent residence before relocation benefits are forfeited
 - Currently pilots forfeit relocation benefits after 24 months

Section 7 – Vacations

7 A. 3. (New) – “Free of Duty” Definition

- For the purposes of **Sections 7** and **23**, “Free of Duty” means a period of time in which a pilot has no obligation to the Company and in which the Company will not require a pilot to perform any duties, including but not limited to an IA, training, reroute, reserve assignment. *For Section 7, this definition is applicable to the new provisions in 7 B. 4. – Additional Time Off Prior to Primary Vacation*

7 A. 6. a. – c. & 7 G. – Improved Vacation Pay

- Value of a vacation day is increased to:
 - 2023-2024 Vacation Year: 4:00
 - 2024-2025 Vacation Year: 4:15
 - 2025-2026 Vacation Year and each thereafter: 4:35
 - These values apply to ALL accrued vacation, and eliminates the 3:30/3:45 split. The value also applies to IVDs.

Vacation Days	Vacation Value Current Book	Vacation Value New (4:00)	Vacation Value New (4:15)	Vacation Value New (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

7 B. 1. a. – Improved Vacation Accrual

Years of Continuous Employment Completed before April 1 st of Vacation Year	Earned Vacation
1-5 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

7 B. 4. (New) – Additional Unpaid Time Off Prior to Primary Vacation

- At pilot option, a 48-hour period “Free of Duty” (no pay/credit) will be added prior to the primary vacation
 - Must requested at time of bidding, and will be awarded if requested

7 C. 7. a. & b. – Improved Vacation Period Distribution

- Beginning in the 2024-2025 vacation year, every week of a vacation year will be available for at least 1.3% of the total number of vacation periods to be awarded in a category, except for June, July & August, which will be available for at least 1.25%.
- In addition to the minimum above, the June, July and August bid periods will each have a minimum of 5.5% of the vacation periods, and a cumulative minimum of 18% of the vacation periods.

	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

7 C. 9. b. 1) b) – Improved Vacation/Training Conflicts

- Clarified and expanded options if a pilot has training awarded from an AE or VD, and the pilot’s assigned training conflicts with their awarded vacation

7 E. 7. (New) – Codified Vacation Slide

- Codified that a pilot may slide their vacation within the same bid period unless precluded by coverage awards
- Irrespective of coverage awards, the pilot will be permitted to slide their vacation a maximum of 3 days in a bid period in which reserve pilots receive an additional X-day under **Section 12 M. 2. Note**, unless such slide touches the period two days prior or one day following holidays: New Year’s Day, 4th of July, Thanksgiving Day and Christmas Day.

7 I. 1. – Improved Individual Vacation Days (IVD)

- Pilots with 3 weeks or more of vacation may use up to **6** IVDs with **2** occasions of use. This is in addition to any IVDs/occasions from **Section 14 K**.
 - Currently pilots are limited to 4 IVDs with 2 occasions to use

7 F. 8. Deleted Exception – Improved Vacation Protections

- Deleted Exception that limited a pilot’s ability to move a vacation day:
 - A pilot who flies into his vacation period due to a reroute or late operations may, at his option, place the lost vacation day(s) at the end of the affected vacation period (without

a reduction from his vacation bank hours for any rotation removed to accommodate such placement of lost vacation days), or add the lost vacation day(s) to the beginning or end of a subsequent vacation period.

~~**Exception:** If the pilot is released at or before 0200 on the first day of his vacation, he may place the lost vacation day at the end of the affected vacation period only if no rotation must be removed to accommodate such placement, so long as he has a subsequent vacation period(s) in the current vacation year.~~

7 F. 9. Deleted Exception – Improved Vacation Protections

- Deleted Exception that limited when a pilot could be reimbursed for vacation expenses:
 - A pilot who is rerouted into a scheduled vacation period, or whose vacation is cancelled, will be reimbursed for nonrefundable deposits and fees (e.g., accommodations, transportation, guides, instructors, rental vehicles or equipment) up to a maximum of \$1,500, provided the pilot makes every reasonable effort to obtain a refund and submits proof satisfactory to his Chief Pilot that refund of such deposit/fee is not possible.
- ~~**Exception:** No reimbursement will be due in the event the reroute is caused by the pilot’s origin or destination airport closed or weather on the pilot’s routing.~~

Section 8 – Deadheading

8 B. 3. & 4. – Improved Surface DH Pay

- Surface deadhead rate increased to 25% of the lowest year 2 First Officer hourly rate of aircraft on property but no less than 25% of the Year 2 First Officer A220-100 hourly rate.
 - **DOS:** 25% of Year 2 A220-100 First Officer: \$38.35/hour
 - **Current Book:** \$25.00/hour

Airport Parings	Travel Time	Current Book Pay	C2019 @ DOS Pay	Airport Parings	Travel Time	Current Book Pay	C2019 @ DOS Pay
FLL-MIA	0:45	\$18.75	\$28.76	DAL-DFW	0:25	\$10.42	\$15.98
HOU-IAH	0:45	\$18.75	\$28.76	MDW-ORD	1:10	\$29.17	\$44.74
EWR-JFK	1:20	\$33.33	\$51.13	EWR-LGA	1:20	\$33.33	\$51.13
LGA-JFK	0:45	\$18.75	\$28.76	LAX-BUR	1:15	\$31.25	\$47.94
LAX-ONT	1:30	\$37.50	\$57.53	LAX-SNA	1:30	\$37.50	\$57.53
LAX-LGB	1:00	\$25.00	\$38.35	SFO-OAK	1:00	\$25.00	\$38.35
SFO-SJC	1:00	\$25.00	\$38.35	BUR-ONT	2:00	\$50.00	\$76.70
BUR-SNA	2:00	\$50.00	\$76.70	BUR-LGB	1:30	\$37.50	\$57.53
ONT-SNA	1:15	\$31.25	\$47.94	ONT-LGB	2:00	\$50.00	\$76.70
OAK-SJC	1:30	\$37.50	\$57.53	DCA-IAD	0:45	\$18.75	\$28.76
SEA-BFI	0:30	\$12.50	\$19.18	LGW-LHR	2:00	\$50.00	\$76.70
KIX-ITM	1:15	\$31.25	\$47.94				

8 D. 3. – Incorporated MOU #18-01 into PWA

- Improves quality of life for pilots based at domiciles with co-terminal operations
- Updated surface travel times that Crew Scheduling will use in order to determine the earliest return to base between co-terminal airports with a bias toward sending the pilot to their rotation airport of origin.
- **Pre-MOU #18-01 Practice versus MOU Modifications**
In the example below, an NYC-based pilot’s rotation originates at LGA, but an earlier deadhead option to EWR is available. Using the provisions of the MOU, in Example 1, the LGA deadhead is the better option. In MOU Example 2, the earlier EWR deadhead is the better option. Each of these scenarios is explained in detail below.

	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 <i>Option used</i>	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 <i>Option used</i>	= 18:10 arrival	= 16:10 arrival <i>Option used</i>

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

8 D. 3. Exception – Incorporation of MOU #18-01

- Incorporate **MOU #18-01** exception methodology to trigger a scheduled pilot break in duty when late night/early morning operations with enough duty period remaining to include an early morning deadhead per **Section 8 D. 3.**, often after a lengthy sit through the middle of the night.

8 E. 10. b. – Improved Per Diem on Deadhead Deviations

- Per Diem will be calculated from scheduled time away from base, **even if a pilot deviates on the back end of a rotation.**

8 E. 13. & 8 F. 1. – International Deadhead

- Language from **Section 16. D.** moved to **Sections 8 E. 13. & 8 F. 1.**

8 F. 1. – Improved Deadhead Seat Provisions

- Seats for a non-ocean crossing deadhead, including most domestic deadheads, will be assigned a specific class and type of seat based on availability at the time a rotation is created.
- Pilots eligible for First Class seats on some domestic flights if conditions are met
- No changes to international deadhead

8 G .3. (New) – Improved Deadhead Boarding Priority

- Pilots are now able to board for DH flight once any passenger boarding begins

Section 9 – Miscellaneous Flying

No Changes

Section 10 – Seniority List Instructors (SLI), Line Check Pilots (LCP), & Line Validation Pilots (LVP)

- SLIs
 - Provisions from **Section 11** moved to this section
 - Codified portions of the FOPP and moved to **Section 10**
- NSLI provisions from **Section 11** moved to this **Section 10**
- LCPs/LVPs
 - Provisions from **Section 11** moved to **Section 10**
 - Codified portions of the FSPM and moved to **Section 10**

10 B. 2. (New) – Improved SLI Provisions

- Pilots that are in training to be SLIs are exempt from flight requirements for the time in training, not to exceed 90 days.

10 B. 5. b. 1) Note & 10 B. 13 b. Note – Improved Pay for First Officer SLIs who fly as a Captain

- First Officer SLIs who fly as a Captain will be paid their Captain pay rate, for their longevity, when flying

10 B. 5. e. 1) – Improved SLI Pay

- SLI pay per duty period increases from 5:00 to 5:18
- All other 5:00 values increased to 5:18 for SLIs

10 B. 11. (New) – Improved SLI Scope

- Minimum ratio of SLI to NSLI events to be no less than 50%/50%

10 B. 12. (New) – Improved SLI Scope

- Minimum ratio of Captain SLIs to FO SLIs
- 40% of SLIs must be Captain SLIs

10 B. 13. c. (New) – Improved SLI Pay

- SLIs instructing pilots who are training on aircraft with the highest pay rate will received a 10% override
- 10% override is only applicable when an SLI is instructing
- An SLI must be able to have the seniority to hold the position they are instructing to receive the override

10 B. 13. d. 1) – Improved Monthly Guarantee for SLIs

- SLI Guarantee increased from 85:00 to 90:06 hours for 17 duty periods

10 B. 13. d. 4) - 6) (New) – Increased Days off for SLIs

- 4 Golden Days remain unchanged
 - SLIs cannot be proffered duty on a Golden Day, but may volunteer to work
 - Training Planners cannot unilaterally violate an SLI's Golden Day
- Establish up to 6 "Soft Days" off each bid period
 - Soft Day means a scheduled day free from duty on which an SLI will not be required to perform Company duties
 - SLIs can only volunteer or be proffered to perform Company duties on a Soft Day
 - Training Planners cannot unilaterally violate an SLI's Soft Day

10 B. 13. d. 10) & 11) (New) – Improved SLI Pay

- APDs to receive \$1,000 per bid period while designated as an APD
- PCPs to receive \$500 per bid period while designated as a PCP

10 B. 13. d. 12) (New) – Improved SLI Pay

- If an SLI works a duty period on a holiday, they will receive an additional 5:18
 - "Holiday" for purposes of this provision is defined as: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, and Christmas Day
 - SLI will only receive one additional 5:18 per holiday worked, regardless of number of SLI duty periods worked on that day

10 B. 13. d. 13) (New) – SLI Premium Pay for Backside of the Clock simulators

- SLIs will receive same premium for a pilot who is scheduled to train or is in training, including brief and debrief between 0100-0500 local time

10 B. 22. (New) – Codified SLI Hotel Provisions

- Codified Company practice of providing hotels for SLIs performing training, with no 50-mile exclusion

10 B. 26. (New) – Codified Positive Space Commute for SLIs

- SLIs will receive Company Business travel to/from their home and SLI duty period
 - SLI expanded jumpseat booking window removed

10 D. 2. a. & 10 D. 8. – Improved LCP/LVP Pay

- Override increased from 15% to 30% of the highest paying aircraft type in the Company's fleet for all LCP/LVPs, paid on block time of flight segments in which LCP/LVP duties are performed
- If an LCP/LVP picks up open flying, 30% override will apply to the entire value of the trip if LCP/LVP duties are performed

Clean Up/Delete

- Delete references to Second Officer SLI

Section 11 – Training

11 B. 1. & 11 F. 19. – Improved Qualification Training Pay

- Qualification Pay increased to:
 - 3:05 for each day of the footprint of their training or trips dropped, whichever greater
 - A pilot who is scheduled for qualification training days in excess of 19 in a 30-day bid period, or 20 in a 31-day bid period (“an excess training day”), may elect to receive:
 - 3:35 pay, no credit (in addition to other pay for the bid period) for each excess training day, or
 - a compensatory day off for each excess training day.
- Example: Currently, if a pilot is in training for 30 days, 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.*

11 B. 2., 3. & 4. – Improved CQ & Recency Pay

- All other training increased to (CQ, Recency In-Command, etc.):
 - DOS: **4:15** per training day
 - January 1, 2024: **5:00** per training day

11 B. 9. a. – Improved Distributed Training Pay (e.g., QCQ)

- Increased Distributed Training Pay to the *greater* of:
 - 60 minutes, or
 - 1 minute of pay for every 1.5 minutes of runtime

11 C. & D. – SLIs, NSLIs, LCPs, & LVPs

- Broken out and transferred to new section. See **Section 10** for changes

11 E. 5. – Incorporated Ab initio Consultation letter

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

11 F. 7. e. & 11 F. 13. a. 2) – Improved Late Night Simulator Training Provisions

- Premium pay for training, *scheduled or actual*, between 0100-0500 (local time where the pilot’s training event is being conducted) including brief and debrief

11 F. 8. a. 3) (New) – 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 OE

11 G. 7. (New) – Withdrawal from Training

- Pilots now have a once in a career option to withdraw from training without incurring a training failure

11 G. 8. (New) – Long Course Option for 1st time Upgrades

- Pilots who are upgrading for the first time, who are eligible for a short course, will now have the option to request the full training course with no impact to short course training freeze.

11 J. (New) – Restructuring of Theater Qualification

- All references to TOE in the PWA are eliminated, and replaced with Theater Qualification
- 96 hour/6 bid period restriction for being awarded trip to theater that the pilot is not qualified for is now removed
- Unqualified pilot may be awarded rotation at any time
- If no LCP is available, pilot is removed from rotation with pay protection
- Existing restrictions apply to Pilot-to-Pilot swap board only

Section 12 – Hours of Service

12 A. 27. (New) – Redeye Flight Segment Defined

- Defines “redeye flight segment” as an eastbound un-augmented flight segment that intrudes upon a pilot’s WOCL, or touches 0200-0359 as the aircraft flies through the air

12 D. 1. (New) – Improved Duty Period Limits

- Maximum scheduled duty period for un-augmented operations will be lesser of **12 D. 1.** limits or 13 hours
- This restriction applies to rotation construction and reroute.

12 D. 1. b. (New) – Improved DH Provisions

- DH segments that operate after the last non-DH flight segment now count towards FDP calculation
- This is a rotation construction and reroute limitation

12 D. 4. – Improved Duty Periods involving DHs

- Aligned **12 D. 4. b.** to **12 D. 4. a.** (more restrictive in pilot’s favor)
- **12 D. 4. b. Exception** remains

12 D. 5. (Incorporate MOU #20-02 -Fitness Review Board) – FDP Extension

- FDP extension refusal exempt from the FRB process, and
- Pilot does not have to submit an FFDR under **Section 24 AA.**

12 D. 6. (New) – RAP + Duty Period Limit

- Non-transoceanic duty periods including RAP will not exceed 17 hours

12 G. 2. – Improved Minimum Break Table

- Non-trans-oceanic minimum break increased to 10 hours scheduled, 9:15 actual.

12 G. 13. (New) – Improved Rotation Construction

- A pilot will not be scheduled for a rotation containing consecutive layovers of less than 12 hours in domestic operations.

12 I. (New) – “ADG Carveout”

- If released between 0000 and 0159 on the last day of a trip, a pilot will now receive 2 hours pay, no credit
- If released after 0159, pilot will receive ADG, pay & credit (current book)

12 P. 1. – Improved WOCL Scheduling Restrictions

- If a duty period is scheduled to intrude into a WOCL, it will:
 - contain no more than 2 landings within the WOCL.
 - not contain a deadhead or flight segment(s) originating subsequent to a flight segment that intruded into the WOCL (including reroutes).

12 P. 5. (New) – Improved Redeye Scheduling Provisions

- A pilot will not be scheduled for, or rerouted into, a deadhead and/or flight segment prior to operating a redeye flight segment within the same FDP.
- Provision does not apply to:
 - a redeye flight that does not intrude the WOCL if the pilot has not had a break in duty outside their base/acclimated time.
 - an FDP that contains a charter.

12 R. (New) – Rotation Construction/Trip Mix

- Each bid period, for non-ocean crossing rotations operated on a narrowbody aircraft or B757/7ER,
 - the total number of 1-day and 2-day rotations in the bid package in each category will be no less than 15% of the total number of non ocean crossing rotations available to bid in such category.
Exception: This provision does not apply to:
 - categories in which the staffing formula requires fewer than 140 pilots in the bid period.
 - the A220 & B-717 categories.
 - the total number of 5-day rotations in the bid package in each category will be no more than 20% of the total number of non ocean crossing rotations available to bid in such category.
- These trip mix requirements do not apply to the June, July and August bid periods.
- Effective with the September 2023 bid period

12 S. (New) – “Sit Pay”

- DOS: Pay/no credit of 1 minute for every 2 minutes of “sit” in excess of 3 hours.
- 1/1/2024: Increases to pay/no credit of 1 minute for every 2 minutes of sit in excess of 2 hours

- "Sit" defined as the time spent within a duty period between segments from block-in to block out.

12 T. (New) – "Extended Duty Period Pay"

- For un-augmented duty periods that extend beyond 10 hours, a pilot will receive 1:00 pay, no credit (in addition to all other pay) for every 1:00 of duty time that is beyond 10 hours.
- Such pay will be calculated on the greater of scheduled or actual duty time, prorated on a minute-by-minute basis, for each duty period.

12 U. (New) – "Minimum Calendar Day"

- Non ocean crossing rotations will have a minimum calendar day of 2:30 pay/credit

Section 13 – Leaves of Absence

13 B. 3. – Improved Seniority List Removal Timeline

- 10-year cutoff for medical leave increased to 15 years.
- Pilots who have been removed from the seniority list after March 1, 2019 due to reaching the previous 10-year limit will be grandfathered into this provision

13 D. 4. & 5. (New) – Improved Military Leave Provisions

- Pilots may perform military leave during a layover, while on a day of reserve; before, after or during a rotation; while on a day with an SLI duty period; while in training; or while on any other Company business so long as it does not violate USSERRA or make the pilot unavailable for duty
 - Pilots who perform concurrent duty that does not interfere with their Company duty are not required to notify the Company.
- Requirement to post MIL duty on a pilot's scheduled days off (to include a commute day) is *eliminated*, unless such day off immediately follows a rotation, training day or reserve day

13. G. 4. a. – Improved Maternity Leave

- Increased from the current benefit of 6-8 weeks, to 10 weeks postpartum for all pilots entitled to Maternity Leave (in addition to parental leave, below)

13 G. 10. – Improved Bonding Leave

- Increased from 30 days to 1 year
- During Bonding Leave, pilots retain medical, dental, and vision benefits, Company-paid basic life insurance and disability benefits and survivor medical, dental, and vision benefits.

13 G. 11. (New) – Paid Parental Leave

- 14 consecutive day period paid at the greater of:
 - trips missed, or
 - value of 2 vacation weeks
- Applies to birth, surrogacy, guardianship, fostering or adoption

13 H. 8. (New) – “State Sick/Kin Care” Resolution Process

- Company & ALPA will meet & confer regarding any interpretation issues, and if agreement not reached, Company and ALPA will coordinate to seek interpretation from the appropriate agency.

Section 14 – Sick Leave

14 F. 1. (New) – Automated Call-In Sick & Call-In Well

- Must be in place no later than DOS +1
- Automated system does not require pilot to give any details other than they are sick or well

14 F. 3. – Improved Sick Verification Provisions

- Increased sick leave lookback verification trigger from 100 to **120** hours
 - After using more than 120 hours, a pilot must only provide a QHCP certificate, but may still provide a DOC certificate at their option
- Eliminated the 160-hour doctor certificate requirement

14 F. 4. Exception (New) – Improved “Good Faith Basis” Provisions

- Improved Good Faith Basis (GFB) provisions so that any pilot who uses 50 or fewer hours in a sick leave year will not be subject to a good faith basis inquiry in the following sick leave year.
- any request from the Company to verify an illness under GFB, must be made **within 3 calendar days** of the start of the sick event in

14 F. 6. b. – Improved Provisions for Single Sick Leave Events Using 100 or More Hours

- Any single sick leave that uses 100 hours or more and are verified with a Doctor’s Certificate are excluded from the 120-hour sick leave lookback verification trigger
 - All limitations placed on “major bone” and “acute condition” are removed.
 - Removed exceptions for chronic or degenerative conditions and emergency room visits that does not result in a hospital admission

14 F. 6. e. & f. – Incorporation of LOA #20-01

- Several items from **LOA #20-01 – Novel Coronavirus** have been incorporated into the PWA.
 - A pilot who uses sick leave due to sickness from COVID and provides proof of a positive COVID test will not be considered to have used such sick leave hours for purposes of **Sections 14 F. 3., F. 4. Exception, and F. 6. a.**
 - Sick leave hours may be used by a pilot when directed to quarantine or isolate by the Company or U.S. government health officials due to any future declared pandemic.

Section 15 – Physical Examinations

15 B. 1. c. – Improved Pilot Medical Review and Evaluation Notification Process

- When the Company has reason to believe a pilot may not meet the physical standards the Company must now provide the pilot written notice of such reason in order to review their medical records.

15 B. 11. (New) – Improved Medical Review and Evaluation Provisions

- The parties will mutually agree on a letter to send to each medical examiner (CME, PME, NME) explaining the medical review and evaluation process under this section, along with a copy of **Section 15** of the PWA.

Section 16 – Crew Augmentation and International Operations

International Deadhead language has been *moved* from **Section 16 D.** to **Section 8 F. 1. & E. 13.**
No changes were made to **International Deadhead**

16 C. – Improved Minimum Standards for Rest Facilities

- All widebody aircraft which can accommodate a Class 1 facility that is engaged in augmented operations added to the fleet after 1/1/2020 must have Class 1 rest facilities
- All narrowbody aircraft engaged in augmented operations that are added to the fleet on or after 1/1/20 must have a Class 2 rest facility (except current B-757 fleet)

16 C. 1. b. (New) – A330-900 Crew Rest Facility Requirements

- Codified the current A330-900 rest facility in the PWA

16 C. 1. f. – Improved A330 Crew Rest Provisions

- Eliminated carve-out that allowed 13-hour operations on A330 aircraft which were equipped with a single bunk

Clean Up/Delete

- Clean-up and delete numerous obsolete references

Section 16 C. 3.

- Updated Class 3 rest seat table

Section 17 – Witnesses and Representatives

No Changes

Section 18 – Grievances

18 A. 4. – Improved “Hearing Officer” Definition

- “Hearing Officer” means a Company-designated senior Flight Operations official holding a title with the Company of Regional Director (RD) or above vested with decision-making ability

18 B. 1. b. (New) – Improved Pre-Grievance Timeline

- Grievance timeline tolled while pilot attempts to resolve the dispute with their Chief Pilot. If there has been no resolution to the dispute after 30 days with CPO, pilot may proceed to file grievance

18 C. 1. b. – Improved “Discovery” Provisions Involving the Discipline/Discharge of a Pilot

- Added requirement that prior to any discussion with the Chief Pilot’s Office, a pilot will receive written notice describing all matters that will be the subject of such discussion, and of the pilot’s right to contact ALPA and have ALPA representation present.

18 D. 7. – Moved to Section 19

- Moved to **Section 19 G. 3. h.**

Section 19 – System Board of Adjustment

19 G. 2. b. – Updated Five Member Board Scheduling Provisions

- Amended to read: The parties will mutually select a neutral member from the standing list. If the parties are unable to agree upon a neutral member, they will utilize the alternate strike-off method. The parties will alternately strike first in successive disputes.

19 G. 3. b. – Expansion of Processes for Four Member Boards

- Four Member Boards to receive same treatment as Five Member boards regarding the exchange of documents expected to be introduced into evidence, and to inform each other of expected motions

19. G. 3. h. – Moved Language Concerning Transcripts from Section 18 to Section 19

- Either ALPA or Company may make a certified transcript of a Four Member System Board hearing, provided that a copy of such transcript is furnished to the other party upon request, in which case the cost will be borne equally by the parties.
- A certified transcript will be made of a Five Member Board hearing with the cost of such transcript borne equally by the parties.

Clean Up/Delete

Section 19 D. 4. Exception 2

- Deleted obsolete language for past disputes

Section 20 – Seniority

20 F. 2. a. – Improvement to Probation

- Aggregate Service to include periods of furlough for pilots who have completed initial OE

Clean Up/Delete

Section 20 B. 1. Exception one & two

- Deleted obsolete language

Section 21 – Furlough and Recall

21 A. – Amended & Moved Definition from 21 B. 9. b.

- Improved existing definition of “circumstance over which the company does not have control” and matched it with **Section 1**

21 B. 1. – Improved Furlough Notification

- All pilots on seniority list to receive 90 days’ notice of furlough

21 B. 8. (New) – Credit Restrictions with Pilots on Furlough

- While any pilot is on furlough (who has not been offered recall),
 - amend PBS Staffing Formula under **Section 22 C. 1.** to increase staffing impact of premium flying
 - a pilot will not be awarded a WS under **Section 23 P. 5.** if the rotation’s credit will cause them to exceed ALV plus 7.5 hours

Section 22 – Filling of Vacancies

22 C. 1. – Improved PBS Staffing Formula

- Additional language to clarify and improve effectiveness of premium flying “G-variable” formula calculation

22 D./E./F. (New) – Improvements to Advance Entitlement Process

- Reduced AE Conversion Windows
- Established “Golden Days” for AE, MD and VD, which training may not encroach.
- Implement system to permit bidding for training start windows & simulator preferences

22 E. 9. (New) – Improved Reinstatement Pay Protections

- A pilot awarded a position via Reinstatement will be pay protected via **22 E. 9.** if not converted in seniority order with pilots awarded the same category on the same AE.

22 E. 17. (New) – Improvement to AE Awards/Training Assignment Process

- A pilot with multiple AE awards in any conversion window will only be trained to the latest posted AE award.

22 G. 1. & 3. – Improvements to Category Freeze

- Category freeze now defined by training type versus length of training

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

- **Section 23 – Scheduling**

(Please see *Negotiators' Notepad 23-06* for further information)

23 A. 14. (New) – “Free of Duty” Definition

- For the purposes of **Sections 7.** and **23.**, means a period of time in which a pilot has no obligation to the Company and in which the Company will not require a pilot to perform any duties, including but not limited to an IA, training, reroute, reserve assignment.

23 A. 21. – Updated “Irregular Operations” (IROP) Definition

- Means an event(s) in the system (*i.e.*, sickness, fatigue or no-show of another pilot, weather, mechanical, aircraft type substitution, substitution of one aircraft model for another aircraft model on which the pilot is not qualified, diversion, cancellation, overflight, misconnect, application of the FARs) that causes a pilot to be removed from their scheduled rotation or portion thereof.

23 A. 25. – Improved Line Construction Window (LCW)

- LCW +/- 10 Hours
- Implement “Set Condition MidSched” (+/- 5 hours of ALV)
- Maintain ALV +7.5 upper absolute limit
 - 91.5 for narrowbodies/92.5 for widebodies
- Regular pilot’s 65-hour line guarantee under **Section 4. B.** remains

23 A. 34. (New) – “Original Rotation” Definition

- Means a rotation:
 - As published in the bid package, or
 - As constructed and initially placed onto a pilot’s line of time

23 A. 37. – PBS Premium Rotation “PSPBR” Definition

- means a rotation that has been designated by the Company as “premium” and published as such in the PBS bid packages
- Such rotations will be valued at 100% pay/credit for line construction purposes, but a pilot flying such rotation will receive 100% pay/credit and 50% pay/no credit.
- Should such a rotation not be awarded to a pilot during the PBS line award process, any such designation will drop and the rotation placed into open time
- Pay/no credit portion is added to the staffing formula

23 A. 40. – Updated “Premium Pay” Definition

- “Premium pay” means pay as set forth in **Section 23 U.** applicable to:
 - a. an inversely assigned rotation or flight segment(s).
 - b. a GS rotation.
 - c. a GSWC rotation.
 - d. a SS rotation. (New)
 - e. a reserve on-call day so designated (New)

23 A. 41. (New) – “Proffer” Definition

- means an offer of an assignment made by the Company to a pilot that the pilot, in their discretion, may choose or refuse to accept

23 A. 54. (New) – “Reserve Open Time” Definition

- means reserve duty as follows:
 - a. an additional on call day available to a reserve pilot under **Section 23 T.**
 - b. an additional short call period available to a reserve pilot under **Section 23 T.**
 - c. a voluntary airport standby period (VAS) available to a regular or reserve pilot under **Section 23 EE.**

23. A. 58. (New) – “Reserve with Conflict” Definition

- means a rotation assignment proffered to a reserve pilot during their period of unavailability under **Section 23 S. 5. e.**

23. A. 60. (New) – “Silver Slip” (SS) Definition

- means a request by a regular pilot to be assigned a rotation via PCS that has been designated by the Company as such and may generate premium pay.

23 A. 62. (New) – “Standby Rotation” Definition

- is rotation constructed with pre-designated deadhead flight segment(s) and short call periods awarded under **Section 23 AA.** Regular and reserve pilots are eligible to be awarded such rotations, but they may not be assigned.

23 A. 70. – Updated “Yellow Slip” Definition. (c., d. & e changed/added)

- c. be awarded ~~up to two~~ additional on-call days. (*Deleted “up to two”*)
- d. be awarded short call periods from reserve open time. (*New*)
- e. be awarded “Reserve with Conflict.” (*New*)

23 B. 2. – Improved Trip Coverage (Table)

- Move trip coverage up 24 hours “same day, next day, 2nd day”
- “Reserve with conflict”
 - Pay Guarantee applies (greater of)

23. B. 4. (New) – Bid Packet Timeline

- Bid packets must be delivered to ALPA no later than 5 days prior to PBS bid window opening

23 D. 2. f. (New) – All Flying Available for Sale in Bid Packet

- At time bid packet is published, all flying available for sale must be included for bid

23 D. 9. Note – Improved PBS Run Solution

- PBS Run Solution changed from +/- 1 hour of ALV to +/- 1.5 hours of ALV to expand PBS ability to award pilot preferences

23 G. 10. – Improved Reserve Provisions

- A reserve pilot who is assigned a rotation that begins in one bid period and ends in the next, and who is either a regular pilot, or a reserve pilot in a different category in the next bid period will now be proffered the rotation that touches both bid periods.
 - The pilot will receive single pay and credit for the rotation and,
 - Single pay and no credit for the entire portion of the rotation that interrupts their scheduled days off
 -

23 L. 3. – Improved Reroute for Reserves

- Reserves who are rerouted into a break in duty at their base may now remain on their rotation, subject to the new **23 L.** reroute rules
- New provision under **23 L. 4.** requires a pilot to be released or returned to their original rotation upon reaching their base

23 L. 4. – Improved Reroute Provisions

- Any time a pilot is off their original rotation
 - Any rerouted legs prior to the first break in duty following the reroute following the reroute pay 150% (100% pay & credit, 50% pay, no credit)
 - After the first break in duty any subsequent leg not on the pilot's original rotation pays 200% (100% pay & credit), 100% pay, no credit
 - Credit due to the pilot is unchanged
 - Upon reaching their base while on a reroute, a pilot will be:
 - Returned to their original rotation or released

23. L. 4. Note 3 (New) – Improved Reroute Provisions

- At time of reroute all segments beyond pilot's base will be built into rotations and run through trip coverage

23 L. 10. – Improved Reroute Provisions

- A pilot will not be rerouted into more than one duty period that originates after the end of their originally scheduled rotation.
- Such duty period will not extend beyond one calendar day after the end of their originally scheduled rotation

23 L. 15. (New) – Improved Reroute Provisions

- A rerouted pilot:
 - that arrives at their base after their originally scheduled release time will receive positive space transportation at pilot request.
 - who is unable to commute home due to a reroute will receive a hotel in base in addition to positive space transportation at pilot request

23 N. & O. Trip Coverage "Ladder"

- Updated to incorporate new provisions of **Section 23**

23 S. 1. a. – Improved Yellow Slip Provisions

- If a reserve pilot's RAW score places them in bucket 2, the reserve pilot may preference to bucket 1 via Yellow Slip
- Allow reserve pilot to preference any trip that is days of availability minus 1 provided there are pilots with the same days of availability equal to the number of open trips +1

23 S. 2. & 3. – Improvement to Long Call

- ***Long call has been increased from 12 hours to 18 hours***
 - If a Reserve pilot is assigned a rotation with more than 18 hours to report, they are released from availability up to 24 hours prior their assigned rotation's report time.
 - 1st day earliest rotation report is 18 hours after the pilot begins their first on-call day
 - A rotation may be assigned that reports as early as 10 hours after the pilot begins their first on-call day (same as current practice), if such rotation is assigned at least **12** hours prior to the end of the pilot's last non-fly day (Currently, only 9 hours is required)
 - A pilot who is assigned a rotation that reports between 10 and 18 hours from the start of their first on-call day will not be required to schedule their commute to include a backup flight, if required under any commute policy currently in effect, and will be considered to be in compliance with such policy.
 - Last day availability release times moved to 0600 *base time (moved earlier from current 1200) on the pilot's last on-call day*
 - A reserve pilot may not be assigned another rotation within 18 hours from release in base *from their current rotation (increased from the current 12 hours)*

23 S. X. (New) – Improved Reserve Provisions

- Establish a Swap Board for X days
- Current X-day move logic applies

23 S. 2. c. – Improved Short Call

- Short Calls in excess of 6 (or as prorated) will be
 - proffered via Yellow Slip
 - receive 2:00 Pay/No Credit above the guarantee
 - 7th required Short Call ***eliminated***

23 S. 3. b. (New) – Voluntary Short Call

- Proffered via Yellow Slip
- Paid at 2:00 pay/no credit in addition to time flown per additional SC above 6

23 S. 4., 23 T. 9. c. & 23 U. 9. – Premium Reserve Days

- Published in "PRD open time"
- Pay is greater of 7:00 pay/no credit ***-or-*** duty period flown on PRD
- Would link to existing reserve day blocks, and those blocks would need to remain intact to receive premium
- Pilot must be available for entire PRD to earn premium pay
 - Normal sick leave rules apply

23 S. – Short Call Transparency

- Baseline short call assignments via PBS
 - Available short calls published in bid packages once implemented by NavBlue
- Any short calls that become available or remain after PBS bids are available via PCS or Trip Coverage
 - Publish “Short Call Open Time” in DBMS
 - Short call periods for the next day will be published no later than 0800 ET and awarded via the 1200 ET PCS run the day prior.
 - Short Call awards after 1200 ET will be via manual process only for last minute short call assignments due to unforeseen operational requirements. The Company must honor pilot yellow slip preferences for manual assignments or awards

23 T. – Improvement to Yellow Slip

- If pilot’s RAW score places them in “bucket 2,” pilot may preference to “bucket 1” via YS
- Yellow Slip rotation with days of availability minus 1
 - provided there are pilots with the same days of availability equal to the number of open trips

23 V. 1. h. 1) – Improved Reserves Required Formula

- Now, “in the position” rather than “in the type of category” to reduce effects of understaffed categories on properly staffed category’s reserves required grid

23 W. 1. d. (New) – Improved ALPA Access to Company Database

- Provide ALPA with direct Database/API read-only access to pilot DBMS information

23 Z. 1. a. – Improvements to ARCOS Parameters

- Updated Table

Maximum Number of Pilots that May Be Contacted for Each Rotation		
	Less than 8 Hours to Scheduled Report	8 or More Hours to Scheduled Report
Normal Hours (0431-2259 base time)	5	3 ±
Quiet Hours (2300-0430)	3	3 ±

23 AA. (New) – Voluntary Standby Rotations

- Allow for rotations to be constructed (in limited circumstances) that contain RAP periods in other bases for pilots who volunteer
- Only during conditions which lead to “Double 23k recovery”
- See **Negotiators’ Notepad 23-06** for further information

23 BB. (New) – Established Jetway Trades

- Implemented NLT DOS +2
- Will allow pilots to break off parts of a rotation so other pilots can voluntarily pick those remaining portions
- Working group will establish pay/eligibility rules with Company prior to implementation

23 CC. (New) – Pilot Trip Sign-In Provisions

- Codified current practice that allows pilots to sign-in remotely up to 24-hours prior to, but no later than required report time, regardless of location

23. DD. (New) – Premium Open Time Rotations

- Company may designate premium pay rotations
 - 100% pay & credit & additional 100% pay, no credit if flown
 - Must soak in open time no less than 48 hours before being awarded
 - Awarded in PCS (New “Silver Slip”)
 - Subject to WS pick up limit
 - Premium time included in staffing formula

23 EE. (New) – Voluntary Airport Standby

- Establish **voluntary** airport availability periods for Regular and Reserve pilots
 - Pay is ADG pay/credit **plus** 3:00 pay/no credit
 - May only be **awarded** to pilots who volunteer, and may not be **assigned** under any circumstance
 - Airport standby must be utilized before any pilot is rerouted
 - Pilot must be released when they transit their base, but no later than the second calendar day.
 - If assigned a rotation, pay will be the value of the assigned rotation as pay/credit and 3:00 pay/no credit for each calendar day.
 - See **Negotiators’ Notepad 23-06** for further information

Clean Up/Delete

23 S. 16

- Deleted last sentence related to YS changing RAW value. This parameter had not existed since a previous contract

Section 24 – General

24 D. 7. – Use of Crew Rest Facilities for Jumpseating

- Jumpseating Delta pilot may now occupy onboard rest facility during flights where working crew rest is not required with approval from PIC
- Seats in the crew rest facility will not be added to the number of jumpseats available on the aircraft

24 E. 1. b. (New) – 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

24 M. – Association Committees

- All MEC committees will have the right to meet with their Company counterparts (Flight Ops and Corporate, as applicable) concerning matters within the scope of such committee upon advance notice to Flight Operations.

24 S. 2. (New) – Improved Parking Provisions for Commuting Pilots

- If a 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 up to \$400 annually for parking at an alternate airport location *in addition* to their base parking permit

24. AA. – Fitness Review Board (FRB)

- Incorporated FRB language from **MOU #20-02**

24 BB. (New) – Medical 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.
Exception: This provision does not apply to Delta's new-hire pilot requirements.
Note: 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.

Section 25 – Medical, Dental, Life Insurance and Other Benefits

25 A. 30. – Improved DPMP Premium Rate Calculation

- Substantial reduction in premiums for DPMP due to improved pricing methodology

25 B. 2. – Reduced Pilot's Share of DPMP Premiums

- DPMP Pilot share of premium *reduced* to 18%
 - The current Pilot share of the premium is 22%



25 B. 10. (New) – Expanded Enrollment for DPMP Dental Plan

- All pilots now permitted to enroll in DPMP dental plan regardless of health plan selection

25 C. 3. c. 2) & 3) a. – Reduced Retiree DPMP Premiums

- Reduction to premiums for DPMP Retiree plan.
 - o Substantial reduction for spouse of retired pilot

	Employee	Spouse
Employee Age 60-64 Current Book	\$671 (51%)	\$671 (51%)
Employee Age 60-64 C2019	\$591 (45%)	\$591 (45%)
Employee Age 65+ Current Book	N/A	\$1315 (100%)
Employee Age 65+ C2019	N/A	\$591 (45%)

25 F. 4. c. (New) – Improved DPMP Administrative Provision

- Clinical guidelines and medical policies, provided such guidelines and policies must now be determined by licensed medical professionals

25 F. 4. f. (New) – Improved DPMP Prescription Drug Coverage

- Multiple improvements in prescription drug coverage, especially if preferred drug list changes

25 G. 10. (New) – Voluntary Group Variable Universal Life Insurance (GVUL)

- Provide an option for pilots to convert all except \$50K (or the amount exempted by the IRS from imputed income) of the term life insurance benefit to a voluntary GVUL

25 R. (New) – “DP HDHP” Delta Pilot High Deductible HSA Plan

- New “DPMP-HSA” plan *created in the PWA*

Section 26 – Retirement and Disability Benefits

26 C. 2. – Increased 401k Defined Contributions

- 1/1/2024: **17%**
- 1/1/2026: **18%**

Year	Avg. Rate*	Avg Annual Pay	Annual DC	DC Contribution	DC Increase
A330 Captain					
2022	\$335.78*	\$342,496	16%	\$54,799	---
2023	\$417.54	\$425,890	16%	\$68,142	\$13,343 (24.3%)
2024	\$438.42	\$447,188	17%	\$76,022	\$21,222 (38.7%)
2025	\$455.96	\$465,079	17%	\$79,063	\$24,264 (44.3%)
2026	\$474.20	\$483,684	18%	\$87,063	\$32,263 (58.9%)
A320 Captain					
2022	\$281.27*	\$286,894	16%	\$45,903	---
2023	\$337.97*	\$344,731	16%	\$55,157	\$9,254 (20.2%)
2024	\$356.43*	\$363,560	17%	\$61,805	\$15,902 (34.6%)
2025	\$371.13*	\$378,552	17%	\$64,354	\$18,451 (40.2%)
2026	\$387.64*	\$395,392	18%	\$71,171	\$25,267 (55.0%)

*Weighted average rate based on projected fleet composition

26 K 1. d. Exception & 13 B. 2. & 3. (New) – Increased Medical Leave Period

- Increased the 10-year medical leave period to 15 years before pilot is removed from the seniority list
 - Retroactive to March 1st, 2019

26 K. 2. c. Exception & Note (New) – Disability Payment Floor

- *Established* a minimum monthly disability benefit

26 K. 5. – Improved Enhanced Disability Bank

- A pilot on disability will access their Enhanced Disability Bank after exhausting sick leave but **prior to using DPMA**. A pilot must currently exhaust DPMA, or wait 12 months, prior to accessing their accrued Enhanced Disability Bank benefits.

26 K. 7. b. – Deleted Restrictions on Psychiatric Disabilities

- *Eliminated* 30-month/54-month lifetime max restriction on eligibility for psychiatric disabilities. Psychiatric disabilities now treated the same as physical disability.

26 K. 7. c. & D & S 4.04 – Improved Invasive Procedure Provisions

- *Deleted* 7-year limitation on disability benefits for a pilot who refuses an invasive procedure required by the FAA

Clean Up/Administrative Change

- Change all references to “DPSP” to “Delta 401(k) Retirement Plan for Pilots”

- Added references to Market Based Cash Balance Plan (MBCBP)

26. K.

- Memorialize and incorporate newly-added features into current D&S Plan

Section 27 – Union Security and Check-off

Updated to reflect ALPA's current dues rate

Section 28 – Administrative Pilots

- Moved from **Section 10** to **Section 28**
- No other changes made to this **Section 10**

Section 29 – Duration

- Re-numbered from **Section 28** to **Section 29**
- **Section 29 A.** – updated PWA effective date to March 2, 2023 (first day of March Bid Period) and amendable date to December 31, 2026. Related dates adjusted accordingly.
- **Section 29 C.** – removed outdated LOAs and MOUs and incorporated some existing LOAs/MOUs into the PWA;
- Added (new) **LOA #23-01 – One-Time Post-PWA Ratification Payment** and **MOU #23-01 – Deferred Implementation** and **MOU #23-02 – Miscellaneous Items.**
- **LOA #23-02 - Global Scope** not listed. To be added only if (independently) ratified
- Updated effective date and amendable date of the PWA