

IAM

November 10, 2008

Northwest Airlines

08-12

Air Transport District 143

# FOCUS

## We Expect The Same!

November 10, 2008

Mr. Richard Anderson  
Chief Executive Officer  
DELTA AIR LINES, INC.  
1040 Delta Boulevard  
Atlanta, GA 30354

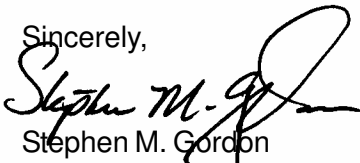
Dear Mr. Anderson:

Please be advised that I am in receipt of the DELTANET posting with the feature story titled "*Richard Promises Pay Hike Announcement Soon.*" In the article, you discuss promised pay raises for selected employees. Specifically, you are quoted as saying, "For those of you who have just joined the Delta family, if you are already covered by a collective bargaining agreement, we are not allowed to apply our pay policies until representation issues are resolved. So, in the meantime, you will continue to have the pay provided for in those agreements."

I am advising you that there are no restrictions in the IAM-Northwest Airlines collective bargaining agreements on providing raises above the minimum pay rates listed within the agreements. I remind you of 1999 when you, as Northwest CEO, unilaterally raised the wages of IAM-represented Mechanic & Related employees amidst a dispute about their union representation.

Therefore, we expect our members to receive wage increases at the same time and in the same amounts as comparable Delta Air Lines employee groups. If there are provisions in the collective bargaining agreements that are somehow being misinterpreted to restrict management from providing these increases, I hereby clarify that nothing in the collective bargaining agreements prevents management from raising our members' salaries above the minimum rates.

Sincerely,



Stephen M. Gordon  
President/Directing General Chair

bjk/opeiu#12

cc: Michael Campbell, Executive VP/HR & Labor Relations



08-026

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