

Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

January 5, 2009

Dear Co-worker:

When Delta Air Lines and Northwest Airlines become a single carrier for our classifications and workers at the combined airline win Machinists Union representation, IAM District 143 will negotiate new contracts for the merged workforce. But if a union told its members what contract provisions they should have, it would be no better than Delta management dictating terms.

The Machinists Union is a democratic, inclusive organization. Our members set the goals — then trained, experienced negotiators bargain with Delta to get the most for our members. The process starts with an anonymous survey to determine the membership's priorities. That step has already begun. Visit the District 143 website today at www.iam143.org and take the first IAM Delta Air Lines bargaining survey. Your specific contract proposal submissions will be solicited at a later date.

When District 143 enters negotiations with a company like Delta, we utilize a seasoned team of professionals. District 143 representatives (airline employees like you who are elected by the membership and educated at the IAM's training facility) scrutinize the survey results and membership-submitted contract proposals to formulate a bargaining strategy. Delta employees will also be trained by the Machinists Union and help screen proposals and participate at the negotiating table. The negotiators will be supported by an experienced team of attorneys, research staff and economists to achieve the best contracts possible.

The process is not complete until the entire membership has an opportunity to hear in-depth explanations of a proposed new contract, have a chance to get their questions answered and can exercise their right to vote for or against the terms.

Delta had to negotiate with its pilots because they are unionized and the airline is compelled by law to bargain with the pilots union. In spite of Delta obviously having the money to significantly improve compensation for pilots in a guaranteed contract, non-union workers are being asked to settle only for Delta's middle-of-the-road good intentions.

This is the first opportunity since either airline exited bankruptcy to regain what was lost in the unfair bankruptcy process.

Take the Machinists Union survey today, and tell the IAM — and Delta — how YOU want to be compensated for the professional job you do.

Sincerely,

A handwritten signature in black ink that reads "Stephen M. Gordon".

Stephen M. Gordon
President/Directing General Chair

jls/opeiu #12

