

Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

Certified Mail #7008 1830 0001 1815 9820; Return Receipt Requested

November 14, 2008

Michael H. Campbell
Executive Vice President/HR & Labor Relations
DELTA AIR LINES, INC.
1040 Delta Boulevard, Bldg A
Atlanta, GA 30354

Dear Mr. Campbell:

I am in receipt of your letter dated November 5, 2008, conveying your view that while Northwest has become a subsidiary of Delta, "substantial progress" has been made to date toward achieving the integration of the two carriers such that they are now a "single carrier" for labor relations purposes. We disagree.

You further state in your letter that "in the interests of an orderly transition" you will not change the terms and condition of employment for IAM-represented employees on an interim basis pending resolution of certain representation issues. However, it bears emphasis that your compliance with the status quo provisions of the Railway Labor Act and your obligation to treat the IAM as the certified representative of certain Northwest employees is not voluntary but a requirement of federal law. As you know, there has yet to be the required investigation and finding by the NMB that a single transportation system exists for the crafts or classes in which the IAM represents, nor has there been a new definition of the appropriate crafts and classes should Northwest become fully-integrated.

Finally, we believe your efforts to become involved in the employees' ultimate choice of representative is neither appropriate nor in the interests of the "post-merger employees."

Sincerely,

A handwritten signature in black ink, appearing to read 'Stephen M. Gordon'.

Stephen M. Gordon
President/Directing General Chair

cc: Robert Roach Jr, General Vice President/IAMAW