



William (Sam) McCool
Delta TechOps
Seniority Integration
Committee-
Chairperson

Delta Air Lines, Inc.
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February 19, 2009

Mr. Stephen M. Gordon
President/Directing General Chairman
International Association of Machinists and Aerospace Workers (IAM)
District 143
2510 Lexington Avenue South
St. Paul, MN 55120-1260

Dear Stephen:

During November of last year, Delta Executive Vice President Mike Campbell wrote you to initiate meetings between the Delta Seniority Committees and the Northwest Committees, so that we could begin the important work of integrating our respective seniority lists in accordance with the McCaskill-Bond Seniority Legislation.

I am writing to you on behalf of the Delta TechOps Seniority Integration Committee. It is our hope you will open dialogue with the TechOps Committee and the Committee representing Northwest Stock Clerks and Lead Stock Clerks. We would like to meet with the Northwest/IAM Committee as soon as possible to introduce committees and discuss the process and timeline for exchanging information, and ultimately our seniority integration proposals. We are available and will be ready to meet with you during the week of February 23, and urge you to come to Atlanta to begin our discussions.

As you may know the TechOps Seniority Integration committee has met with former Northwest AMT and related employees represented by AMFA and we have come to an agreement on Seniority Integration. It is our hope and belief we can work out an equally fair and equitable agreement for stores/supply attendant employees.

We look forward to working with the Northwest Seniority Integration Committee in a constructive and collaborative manner so as to promptly reach a seniority integration agreement.

Sincerely,

William (Sam) McCool
Chairperson
Delta TechOps Seniority Integration Committee

Air Transport District 143

2510 Lexington Avenue South
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International Association of Machinists and Aerospace Workers AFL-CIO

February 23, 2009 Via Certified Mail #7008 1830 0001 1815 9790; Return Receipt Requested

Mr. William (Sam) McCool, Chairperson
Delta TechOps Seniority Integration Committee
DELTA AIR LINES INC.
Department 292
P O Box 20706
Atlanta, GA 30320-6001

Dear Mr. McCool:

I am in receipt of your letter dated February 19, 2009. It appears that Mr. Campbell has not advised you of the lawsuit that the IAM filed regarding Delta's efforts to prematurely initiate seniority integration proceedings before the National Mediation Board has had an opportunity to make important representation decisions. Your letter provides a perfect example for why the litigation is necessary. You make reference to the TechOps agreement with AMFA and indicate that you would like to reach an agreement with the IAM for the Stock Clerks and Lead Stock Clerks. This underscores the problems with proceeding prematurely as Delta is trying to do. Delta is taking the position that the stores/stock clerk employees belong in the craft or class of Mechanic and Related employees. (I understand that at Delta Mechanic and Related employees are also referred to as the TechOps.) In fact, your agreement with AMFA even goes so far as to state that Stock Clerks should be in the same group as the TechOps. It is for this reason that you, as the Delta TechOps Seniority Integration Committee Chairperson, are trying to get an agreement about this group of employees.

However, the IAM's position is that once Delta and Northwest are sufficiently combined, the stores/stock clerk employees will belong in their own craft or class. Indeed, the National Mediation Board has found that the stock clerks are an independent craft or class in every decision where the issue has been raised. The NMB has exclusive jurisdiction to make craft and class determinations. No Company, Union or Court can make that decision.

The McCaskill-Bond legislation which you referred to applies "[w]ith respect to any covered transaction involving two or more covered air carriers *that results in the combination of crafts or classes that are subject to the Railway Labor Act. . .*" (emphasis added). Therefore, McCaskill-Bond only applies when there has been a combination of crafts or classes, something the NMB has not yet determined for this group of employees. Significantly, no integration talks can take place until the NMB has made these important craft and class determinations. We do not know whose seniority will be integrated until we know what the craft and class lines will be. If your group and/or the IAM were to try to engage in these discussions now, we would be violating the law, as we would be usurping the exclusive authority of the NMB.

We are confident that once the NMB determines that Delta and Northwest are a single carrier for the Stock Clerk employees and once the representation election is tallied, that the IAM will be the certified representative and then we can ensure a fair and equitable seniority integration procedure consistent with *all* the laws.

Sincerely,

A handwritten signature in black ink that reads "Stephen M. Gordon". The signature is stylized and cursive.

Stephen M. Gordon
President/Directing General Chair

bjk/opeiu#12

cc: R. Roach Jr, GVP
T. Brickner, AC
G. Bernson, DGC
A. Wojcik, DOC