



Tuesday Evening, September 14, 2004

Dear All,

The following MEC resolution, passed earlier today, can only be viewed as positive news concerning both the company's and ALPA's desire to avoid filing for bankruptcy. This is the result of long, arduous hours behind the scenes and the kind of good faith effort we've all been hoping for from both sides.

Our path to recovery -- as a competitor to be reckoned with -- will occur one day at a time. As frustrated as many have become with the process, politics, and posturing -- we must keep our heads up and our eye on the ball. Today's actions by ALPA are a major step towards that end.

Both sides are to be commended for breaking down some old barriers if today's union resolution from the labor side is any indication of what else can be accomplished. We have much left to do before we are out of the woods, and Chapter 11 is still a real possibility, but this is the kind of action we need to avoid the worst case scenario.

More to follow.

Respectfully, Mike Stark

Enabling Resolution to Negotiate Letter of Agreement concerning Early Retirement Mitigation

Passed September 14, 2004 in Special MEC Meeting, Herndon, Virginia

WHEREAS the Company's current financial situation has created an unusually high rate of early retirements among Delta pilots, and

WHEREAS the recently experienced rate of early retirements has caused pilot shortages in certain positions, and

WHEREAS a further increase in the rate of early retirements could cause substantial cancellations of Company flying, and

WHEREAS Delta management has requested modifications to the Pilot Working Agreement that would reduce the possibility of a substantial disruption of operations by permitting post-retirement Delta pilots to continue as active pilots,

THEREFORE BE IT RESOLVED the Delta MEC directs the Delta Negotiating Committee to negotiate a Letter of Agreement containing limited exceptions to the Pilot Working Agreement to mitigate problems caused by excessive early retirements, and

BE IT FURTHER RESOLVED such limited exceptions to the Pilot Working Agreement may include the possible use of early-retired pilots returning to active status for a limited period of time, and

BE IT FURTHER RESOLVED such Letter of Agreement shall include suitable assurances by Delta management concerning the Delta Pilot Retirement Plan and other legal issues, and

BE IT FURTHER RESOLVED that such Letter of Agreement shall be subject to Delta MEC and membership ratification.

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