

MESSAGE FROM THE DALRC

November 13, 2007

Dear Delta Retirees,

As many of you heard during the 2008 Benefits Road Shows, the DALRC is asking for your help in sending a message to Delta's leadership about the importance of providing improvements to pass benefits for retirees as a "cost free" way to reward them for the sacrifices made during the bankruptcy process that will continue to impact their lives in the years ahead.

Prior to asking for this consideration, the Delta Non-Pilot 1114 Committee and DALRC Board looked at the industry to understand the pass benefits of retirees from other "Legacy" carriers. Quite frankly we were surprised to learn that we are basically at the bottom when it comes to passes for both the Non-Pilots and the Pilots in their respective work groups.

Here are a few of the airlines we looked at and what they provide to their retirees. Of course, these are benefits that other airlines have been guaranteed through contracts, unlike the majority of Delta retirees who are Non-Pilot Retirees and who must count on Delta to provide benefits that match industry standards.

<u>United Air Lines</u>	Retiree Pass Benefits are determined by straight Date of Hire, no reduction in pass classification when you retire.
<u>American Airlines</u>	Retiree Pass Benefits are determined by straight Date of Hire, no reduction in pass classification when you retire.
<u>US Airways</u>	They have a lower boarding status for retirees but do offer 2 S-2 Passes each year for vacations to Retirees.
<u>Continental</u>	Lower priority for Retirees, no service charge for coach BUT do have ZED fares which are much cheaper in most cases and extremely easy to get and use for discounted travel on most major international airlines. It is a zone fare concept (based on distance between points..) and can be purchased at airline offices around the world. (We suggested this process to Delta last year but no action has been taken to use this concept to date)
<u>Northwest</u>	Lower boarding priority for retirees and a \$50 service charge for passes each year per person on the pass rider list in coach BUT do have ZED fares which are much cheaper in most cases and extremely easy to get and use for discounted travel on most major international airlines. It is a zone fare concept and can be purchased at airline offices around the world.
<u>Delta</u>	Lower boarding priority for Retirees with a \$50 service charge for passes each year. (Similar to the one in place at Northwest) No ZED fares available.

In recent discussions with Delta in Atlanta on October 17, 2007, Rob Kight, VP Benefits and Compensation was asked to comment on the fact that other legacy carriers have better pass benefits for retirees than Delta and his comment was:

All carriers treat retirees with regard to pass classifications in different ways. He further stated that all carriers are almost "tribal" in their pass policies. We may pull out attractive policies from a carrier; there may be other policies that would be unattractive to us. It is tempting to pull it into one piece; we must also consider the impact on the Actives and what the reaction to various pass changes would be. And at this time, we are not at a place where any change is coming.

As noted in the pass privileges described above, Delta retirees lag the industry in overall pass benefits. Expecting improvements that cost the company nothing is certainly not much to ask for in light of the sacrifices made by Delta Retirees during this difficult time.

While it may be hard for active employees to understand or appreciate the sacrifices made by the 35,000 retirees who counted on Delta to live up to the promises made, we have stood beside them every step of the way through the bankruptcy doing whatever we could, in the way of help and support of Delta's goal to exit bankruptcy. Our efforts have included, but have not been limited to, retiring without proper planning due to city closings or downsizing, having our pensions frozen, seeing our healthcare cost rise dramatically over the past 5 years, losing our Sky Shares and Delta stock and most importantly, working hard to support Delta and Active employees with regard to Pension Legislation, the "Keep Delta My Delta" Campaign and the recent China routes initiative. Retirees certainly understand the active employees have also taken cuts in benefits, work rules and pay, but hopefully, they have the ability to recover in the years ahead, not an option for Retirees. What we have lost is gone forever! Retirees are asking to be included in the slogan adopted by Delta management during the bankruptcy, "Shared Sacrifice, Shared Reward", but to date, we have only qualified for 1/2 of the slogan....and are still waiting for the other half....the "Shared Reward" part.

Please join all DALRC members in expressing your opinion on this issue by writing to the Delta Leadership Team asking them to consider some enhancements to our travel benefits with a boarding priority for some passes each year that would entitle us to sit in Business Elite on International with an S2 classification or some S3 boarding priority passes for domestic flights. While it would be an improvement to our pass policy, it would be "cost free" to Delta and an acknowledgment of the sacrifices we have made during this difficult time. If you have sent them letters on this subject in the past, send them again!

Please contact the Delta Leadership team responsible for making this decision at the following addresses:

Richard Anderson	CEO of Delta	Richard.Anderson@delta.com
Ed Bastian	President of Delta	Ed.Bastian@delta.com
Mike Campbell	EVP, Human Resources	Mike.Campbell@delta.com
Robert Kight	VP, Benefits and Compensation	Robert.I.Kight@delta.com

You can also write to them at:

Delta Air Lines
1050 Delta Blvd
Atlanta, Georgia 30354
Thanks for your continued support!

Cathy Cone

For Further Information:

DALRC

<http://www.dalrc.org>

DALRC Retiree Service Center

<http://www.ebview.com/dalrc>

Marsh(DALRC) Call Center Phone Number

1-877-DALRC65

Operational Monday-Friday 7:30am-8:00pm CST.

The DALRC as the plan sponsor of the DALRC Retiree Benefit Trust plans certifies that the plans adopts and incorporates the provisions of the HIPAA Privacy Rules.