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PHIL MARTIN

FOR

COUNCIL 44 FIRST OFFICER REPRESENTATIVE

Dear Fellow Council 44 Pilot:

My name is Phil Martin, and I am a 767-ER F/O who is seeking your nomination as Council 44 First Officer Representative. I am a second generation airline pilot who has been with Delta since 1997 and reside in Powder Springs with my lovely wife Megan and our 3 year old identical-twin boys. While currently based at JFK, I am a Council 44 Member in Good Standing and plan to return to the ATL base. Though I have never served in any official capacity for this union, I have proudly carried our message in the form of a picket sign and have attended LEC meetings regularly when my schedule has permitted.

LEADERSHIP and DIRECTION:

An opportunity for a “changing of the guard” is now upon us. It is time for *you* to decide who you want to lead this pilot group into Contract 2012. Like you, I am very dissatisfied with the current state of our profession, and like you, I am ready for it to improve. The concessions we gave were too deep, and I

attribute them to the of lack of effective **leadership and direction** that dominates this union today. As evidence, all one has to do is look at the endless LOA's that have been "unanimously" agreed upon that provide the *quid* for Management minus any meaningful *pro quo* for this pilot group. To quote General George S. Patton, "*If everyone is thinking alike, then someone isn't thinking.*"

There is no victory in defeat. Now is the time to elect bold new leaders with purposeful direction. Now is the time to elect bold new leaders who have the intestinal fortitude to stand-up, instead of cozy-up, to Management. Now is the time to elect bold new leaders who will proactively engage Management to **repair scope** and **restore compensation**. Now is the time to elect bold new leaders who will listen instead of dictate, who will represent *your* interests instead of their own.

SCOPE & COMPENSATION:

SCOPE is the most threatening issue this pilot group faces, and it is finally time to get serious about it! Our scope clause is broken and in dire need of repair. It is crucial to **set and enforce** strict new limits on DCI flying in order to end Managements' addiction to RJ's, to **stop** the backward seat progression, and to **eliminate** the outsourcing of OUR jobs. Delta flying in Delta jets by Delta pilots!

Regarding **Compensation**, there is not much more I can say that has not been said already. It is by the sacrifices of this pilot group that **our** airline is in business today. Bankruptcy is over, and Management recently received bonuses - **restore pay now!** 'nuff said.

ROAD TO VICTORY:

Contract 2012 will be a career defining event for the Delta pilots, and we must be prepared. Strong and dependable leadership will lead us to victory as a pilot group and a contract we can all be proud of. Once re-established, success will follow; without it, we as a union are lost.

Again, my name is **Phil Martin**, and I am asking for your nomination for Council 44 First Officer Representative. I will restore leadership! I will stand up to Management! I will make **your** voice heard loud and clear! Elect me and together we will take back our profession!

Thank you for your support.

Sincerely,

Phillip H. Martin

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