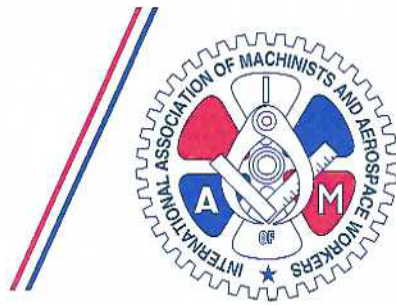


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

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OFFICE OF THE GENERAL VICE PRESIDENT

Sent Via Electronic Mail

Ed Bastian, CEO
Delta Air Lines

Dear Mr. Bastian:

Hopefully, you have been made aware that a substantial number of Fleet Service employees at Delta Air Lines have raised concerns about a safety issue surrounding the mandatory use of bump caps. This ongoing concern is not a quiet, underground issue; it has been raised at every level of Delta management. In each case, employees do not feel their very real concerns have been taken seriously or addressed in a satisfactory manner.

In one instance, at a roundtable meeting with a VP, an employee felt his concern was completely disregarded when bringing up the risk of heat stroke and even possible death due to the increased risk from the added plastic lining in the cap. In an attempt to justify bump caps and discredit the employee raising the concern in front of his peers, VP Jeannine Ashworth claimed that both United and Sun Country, both unionized carriers, would soon follow Delta's lead in implementing a similar bump cap policy at their respective airlines.

Mr. Bastian, as you are aware, I am the General Vice President of Air Transport for the IAM, and we represent United's Fleet Service employees. We are regularly in direct communication with United to address safety issues that affect IAM members at the carrier. Not once has United raised the idea of implementing a mandatory bump cap policy. In fact, we at the IAM would have serious concerns about such a policy being required for any of our represented employees.

Mr. Bastian, we at the IAM take employee safety issues very seriously. We agree with Delta workers that one heat stroke death related to a mandatory bump cap policy would be one too many. We look forward to representing Delta Fleet Service workers and making their voices heard with a seat at the table on serious issues like this that matter. Mr. Bastian, you and Delta management should take it upon yourselves to take immediate action and eliminate this dangerous policy without delay.

Fraternally,

Richie Johnsen
General Vice President

RJ/rk

cc: COS, Fraser
AC, Regan
ATC, Carlson