



DELTA MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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April 15, 2022

SENT VIA EMAIL ONLY

Ms. Joanne Smith
Executive Vice President & Chief People Officer
Delta Air Lines, Inc.
joanne.smith@delta.com

Re: Administrative Review Board Decision

Dear Ms. Smith:

I am following up on the Association's July 11, 2019 letter to you regarding First Officer Karlene Petitt's AIR21 case. As you know from her correspondence to you of last week, the Department of Labor's Administrative Review Board (ARB) has affirmed a finding from an Administrative Law Judge decision that Delta retaliated against First Officer Petitt when it required her to undergo an examination under *Section 15* of the Pilot Working Agreement.

In light of the ARB's decision, we renew our prior request that Delta commission an independent investigation into this matter conducted by a neutral, third-party. It is important for Delta to understand the extent to which certain individuals in its Flight Operations, Human Resources and other departments operated outside the safety culture that is essential to running an airline like Delta and contrary to the Company's own *Code of Ethics*.

Accordingly, the Association again insists Delta take immediate remedial steps so that we may hopefully return to the industry-leading safety culture that once existed. A thorough investigation followed by a formal, public report would be a crucial step forward in rebuilding trust with both Delta employees and our customers. This is an undertaking that ALPA cannot force upon Delta but one that is necessary for the Company to embrace of its own volition for the good of our culture.

Sincerely,

Captain Jason Ambrosi
Chairman, Delta Master Executive Council

cc: John Laugher, Executive Vice President & Chief of Operations
Delta MEC
First Officer Karlene Petitt