

# IAM Informed





Vacation



To make an educated decision on unionization, it is necessary to have the facts. That's why we created "IAM Informed." It's important that all Delta Ramp Workers know what the **other unionized airline workers have negotiated in their contracts compared to what Delta Air Lines management decides to give us.** By having the facts, we can then make an informed decision on union representation.

As you can see below, **IAM members at Southwest, American and United** have all negotiated **superior vacation benefits compared to Delta workers.** Since we do not have any rules against reducing our scheduled hours, our vacation accrual is always at risk.

For example, if our scheduled hours are reduced, let's say from 40 to 32, and we have 7 years of service, then our **"Daily Accrued Vacation Credit"** is **reduced from .3288 (40 hour week) to .2630 (32 hour week).** That's a **20% cut to our "Daily Accrued Vacation Rate"** and will affect our accrued paid vacation for the next year.

Airline	Max Vacation Weeks	Vacation Accrual Schedule Completed Years of Service
 Southwest Airlines	7 weeks	Less than 1 year: up to 4 weeks, 80 hours prorated, which includes up to 10 "free days with pay" from January through October. 1-5 years: 4 weeks, which includes 10 "free days with pay" from January through October. 6-10 years: 5 weeks, which includes 10 "free days with pay" from January through October. 11-18 years: 6 weeks, which includes 10 "free days with pay" from January through October. 19+ years: 7 weeks, which includes 10 "free days with pay" from January through October.
 American Airlines	6 weeks	Less than 1 year: up to 2 weeks, 80 hours prorated 1-3 years: 2 weeks 4-10 years: 3 weeks 11-16 years: 4 weeks 17-23 years: 5 weeks 24+ years: 6 weeks
 United Airlines	6 weeks	Less than 1 year: up to 1 week, 40 hours prorated 1-8 years: 2 weeks 9-15 years: 3 weeks 16-23 years: 4 weeks 24-28 years: 5 weeks 29+ years: 6 weeks
 Delta Airlines	5 weeks	Less than 1 year: up to 40 hours prorated 1-4 years: up to 2 weeks: .2192 Daily Accrued Vacation Credit (40 hour week); .0196 Daily Accrued Vacation Credit (20 hour week) 5-10 years: up to 3 weeks: .3288 Daily Accrued Vacation Credit (40 hour week); .1644 Daily Accrued Vacation Credit (20 hour week) 11-20 years: up to 4 weeks: .4384 Daily Accrued Vacation Credit (40 hour week); .2192 Daily Accrued Vacation Credit (20 hour week) 20+ years: up to five weeks: .5479 Daily Accrued Vacation Credit (40 hour week); .2740 Daily Accrued Vacation Credit (20 hour week)