



# BLUE NOTES

Weekly Newsletter

JULY 7, 2023



IAMDelta.net

# Safety First at Delta

Many Delta ramp workers across the system have been voicing concerns regarding excessive heat inside bump caps. Some fear the risk of heat related complications outweigh any benefit from a thin layer of plastic. To prove our point, some of us are placing thermometers inside our bump caps to record the excessive heat. To date, and despite widespread concern, management seems determined to push forward enforcing the bump cap policy.

## REPORTS FROM UNION SUPPORTERS

"It is 84 degrees F where I am at with relatively low humidity today. After wing walking a flight this morning. This is the temperature in my bump cap. 41C is 106F. If I had a fever of 106 I would be in ICU if not dead. But it is OK to cook my head in a bump cap."

**Editor's note:** Union supporters will have the small thermometers described above for free distribution in some hub stations.

"I would like to see people all over the system order these little thermometers (I got 6 for less than 20\$) and start posting the temps in their stations to collect data. See how hot they get in places like ATL, PHX, LAX, SLC, MCO etc. We can sit and moan all we want, but we need data and evidence.

When we have something to back up our claims that these plastic caps are a danger, we might have a leg to stand on. We are being forced to wear these, which is a willful disregard for our health and safety. In my state, it is called reckless endangerment. It is a felony. Managers could stop this practice today. Perhaps we need to change the direction and go at this as a legal issue. Could we ever get enough people for a class action? I'm not a lawyer, but sitting and whining about it hasn't changed the policy."



# Meanwhile, at UPS

Because 340,000 UPS workers have a union, they were able to negotiate with their company to have air conditioning installed in UPS delivery trucks. Their union (Teamsters) made the demand after several workers experienced heat stroke during very hot weather.

## Delta, Stop Union Busting — Let Us Vote

That was the clear message on June 15 as dozens of Delta ramp and cargo workers, flight attendants and mechanics rallied in front of the Delta shareholders meeting in New York City. Inside the meeting Delta ramp workers Pat Gores (MSP) and Gameli Appiah (ATL) testified in favor of Resolution #6.

That resolution, submitted by Amalgamated Bank, would have required Delta management to stop their interference in our effort to have an election for a union. Delta has lobbied stockholders vigorously to make sure they can continue to create an environment hostile to those workers who want a real voice at work. One of the most fundamental rights in

the United States is the right to vote. Delta is clearly saying they don't support that fundamental right for us. Resolution #6 failed to get a majority vote from stockholders, most of whom are large corporations, hedge funds and banks.

As Delta CEO, Ed Bastian left the stockholders meeting, he refused to even acknowledge the employees rallying for a fair process outside. WE are the people that Ed Bastian constantly says are part of the "Delta family". Seems like if we have a difference of opinion, we are no longer part of the "family". Or, maybe the whole "family" is not really a family and just a slogan.

# How Do We Get to a Vote?

To trigger a union vote, 50 percent of all Delta ramp, cargo and tower workers have to sign union authorization cards. That's a lot of cards and it takes a little while to collect them. We are well on our way, but please be patient. Things that are worth fighting for are never easy, especially when a very powerful company, like Delta, is opposed.

Once we reach the 50% threshold, we file for an election with the National Mediation Board (NMB). The NMB determines if the union has enough valid cards signed and then will schedule an election, if the 50 percent requirement is met. This can take a few of months. Ballots are mailed to all eligible employees and several weeks later the ballots are counted by the NMB.

## Did You Know?

In Canada, Delta ramp workers are unionized with the Steelworkers Union. In the next issue of Blue Notes we will dive into what's in their union contract.

*Cover image: Delta workers from Minneapolis, St. Paul, Atlanta, Detroit, and New York City rallied at the St. Paul Regional Labor Federation headquarters in Minnesota, on April 14, 2023.*

### CONTACT US

If you would like to start receiving text updates from us, if you need a union card sent to your home, or if you want to share something going on in your station, contact us at

[iam4.me/deltastories](https://iam4.me/deltastories)

