



BLUE NOTES

Weekly Newsletter

JULY 14, 2023



IAMDelta.net

Cover image, right:
Over 100 Delta
workers, union
organizers, and
supporters rallied
on May 25, 2023 at
Hartsfield–Jackson
Atlanta International
Airport.



A Timeline To Remember

OCTOBER 2010

Delta implements 10% pay increase aimed solely at pre-merger Delta workers just two months before voting on unionization. Delta denies pre-merger Northwest workers the same raise unless they vote the union down.

DECEMBER 2010

After defeating workers who supported unionization, Delta quietly implements a new detrimental pay progression for new employees. Large cuts, some as much as \$4.46 per hour are imposed, which amount to thousands of dollars per year for the middle portion of the pay scales. Delta's tactical 10% pay raise investment to keep the union out was almost immediately reeled back without any recourse by workers.

The lesson here? When workers push for a union, Delta will say and do anything to stop us. They are even willing to throw a carrot in the form of pay increases as we get closer to voting on representation.

However, as we've learned, once the threat of unionization subsides, Delta's laser focused desire for record profits clouds their vision. And while pizza parties are nice, our fellow union supporters are organizing to lock in quality of life improvements for all workers.

**Sign a union card. Get a union.
Get everything guaranteed in a
union contract.**

Favoritism

Nobody who works the ramp or cargo at Delta can deny it. Favoritism is alive and well. Sometimes it's overtime that gets handed out to an OSM's drinking buddy, which seems fine until you're not buddies anymore. Sometimes it's an ALA role handed out to a female worker by an OSM because he thinks she's cute, which seems fine until he asks for something in return. Sometimes favoritism rears its head when an OSM builds a case against you because of a personality conflict, even though you've never had a problem before. **In our hearts, we yearn for fairness in the workplace.**

A union can't do away with all favoritism in the workplace, but it can cut way down on it. How? Union reps in your station will keep an overtime list to make sure there is equal distribution and opportunity for OT. If that equality is violated by the company, the union makes sure the person passed over gets paid. If an OSM is targeting you, a union rep can intervene and get things straightened out. Delta workers would not have to rely on the company as the court of final appeal.

What Can A Union Contract Do?

A union contract is a legally binding agreement between Delta workers (our IAM union) and Delta management. Delta cannot unilaterally change things like insurance coverage (like they did earlier in 2023). Your insurance is locked in for the duration of the contract. Work that you are doing today can't be given

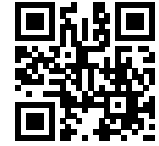
to an outside contractor tomorrow. Ramp, cargo and tower work is locked in. You are no longer an "at will employee," meaning the company can't fire you for any reason or no reason, like they can now. You have a series of protections that means you can't be hit with arbitrary discipline.

Did You Know?

Ramp workers in Canada have a union contract. Guess what? They still have their flight benefits and their profit sharing. And they have:

- Higher shift differentials.
- Five weeks of vacation at 16 years service.
- Unsafe equipment can be removed from service by an employee.
- Management must meet with the local union safety committee to solve safety problems.
- Up to 10 weeks occupational injury time for injuries incurred on the job. That means there's no need to use sick time for on the job injury.
- No contracting out of union jobs.
- Part time positions are limited to 40% of a station.
- You can't be fired or disciplined at management's whim because there is a legally guaranteed grievance procedure.

You can find the Canadian contract in its entirety at iam4.me/uswdeltacba



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

