



# BLUE NOTES

Weekly Newsletter

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# Delta Pilots Support Unionizing the Ramp, Cargo and Tower

The Delta Air Lines Master Executive Council of the Air Line Pilots Association (ALPA) has declared their support for ramp, cargo and tower workers, for tech ops workers and for flight attendants trying to organize a union.



Scan the QR code or go to [iam4.me/alpadelta](https://iam4.me/alpadelta) to watch the full video

Here are excerpts from the statement made by Captain Darren Hartmann, the Chairman of the Master Executive Council

He began by explaining that the 17,000 unionized pilots stand with fellow Delta workers with unwavering support and solidarity.

He went on to say, **“Only through our union were we able to achieve the industry leading contract that Delta pilots enjoy today. You too deserve the best pay, benefits and working conditions in the industry.”**

“As fellow frontline Delta workers, we are the backbone of Delta’s operation. Our collective skills, dedication and hard work are the reason why Delta leads the industry in customer service, operational metrics and financial performance.”

“Remember that we, the Delta employees, are the Delta Family. Management teams come and go, but we are the long term stakeholders and shouldn’t be subjected to having our pay and work rules changed on the whims of management.”

# Why We Do House Calls

Door knocking is crucial in every political election, as it allows direct engagement with voters. It fosters personal connections and conveys a candidate's message. Candidates participate because it's extremely effective! **Obviously, if door to door, and face to face interaction was detrimental, they wouldn't do it. In fact they lose if they don't do it.**

In similar fashion, grass roots, union supporting co-workers accompanied by IAM representatives are invested in this union drive. They want to connect away from the watchful eye, as Delta has made it clear they are against employees unionizing to gain an equal voice in the workplace. **In ATL, Delta management has even called the police and wasted police resources as an act of intimidation to discourage pro-union messaging.**

Delta wants to influence workers by creating negativity around us connecting with workers through door knocking. Their anti-union messaging is completely self-serving! Logically Delta isn't going to provide quality advice for us to succeed in winning a union election. They're biased. **They prefer an at-will, lower cost workforce and will continue to message in THEIR best interest, not ours.**

**"No employer pays me enough to tell me who can come to my home."**

— ATL Delta worker after Delta sends email warning of union door knockers coming to people's homes

Open communication and addressing concerns directly with workers is our goal. I want everyone to know that door knocking activities are going great with real receptivity! For this reason, it's easy to conclude why Delta's hired, third party, union busting lawyers are trying to create negativity around something that yields positive results for workers.

The last thing I'll say about this is that if you don't want to talk to a union supporter, simply tell them or don't answer the door. I assure you they will respectfully walk away. I can also tell you that if you meet them and want questions answered away from Delta's watchful eye, they will be more than happy to sit with you and answer your questions.

In solidarity,  
**Dan McCurdy, MSP**





Organizers and Delta ramp and cargo workers prepare for house calls in Atlanta, GA.

## While You Were Thinking About Your Profit Sharing

In a Delta memo sent out last week, the company announced the following:

“All scale employees will need 1,000 eligible hours every year to qualify for premium cost sharing from Delta for medical and dental insurance (or they will be required to pay 100% of their Delta Medical and Dental Premiums starting January 2025). This begins with the 2025 plan year, the measurement period for which began October 16, 2023 and will end on October 15, 2024.”

What does this mean for us? If for some reason your hours during the measurement period drop below 1,000, you will no longer get a Delta contribution to your medical and dental insurance. If you make one unrepaid trade per month and you are on a 20 hour per week line, that would drop you below the 1,000 hour threshold. We are still trying to find out exactly what the term “eligible hours” means. One more example of something that could NOT happen with a union. One more example of a unilateral change Delta has made to work rules with no input from workers. One more example of exactly what Delta management thinks of the “family.”

# Southwest Ramp Has Sick Time, But You Don't

At Southwest, with an IAM contract, employees are protected by a sick pay plan provided by the company. Excerpt below:

“Except as otherwise expressly permitted by this Agreement or required by law, sick pay is used only in instances of actual illness or non- occupational injury which prevents the Employee from performing his assigned duties. **Sick pay is accrued at the rate of (i) eight (8.0) hours sick pay for full-time Employees and (ii) six (6.0) hours sick pay for part-time Employees for each calendar month worked or majority fraction thereof.** Sick pay begins accumulating on the date of employment but cannot be used until the Employee has completed thirty (30) days of his probationary period. The Employee will accrue sick pay to a maximum of two thousand four hundred hours. All Employee's accrued sick days or any part thereof may be used in the event of a prolonged illness.”

## Testimony to Congress

On Jan. 17, the Delta Air Lines Union Coalition consisting of the IAM, Teamsters and AFA participated in a roundtable discussion with the Congressional Labor Caucus to promote our union organizing efforts. Our own Felix McGhee from ATL delivered a powerful message to these U.S.

representatives, asking them if they wanted the edited version of what Delta does to fight pro-union workers every day or if they wanted the truth. He gave them the truth. The representatives pledged their support to help us have a fair shot at a union election.

# Hey Delta! Let's Debate. Union or No Union.

Delta claims they want employees to make an informed decision when it comes to union representation. We agree! Logically, a one sided flow of information from the company to employees isn't going to produce that informed decision. To be informed, both sides need to be heard. What better way than to have a respectful debate for all to see?!

It's likely the company will create excuses to prevent this from happening. They'll claim they don't engage with IAM Representatives who they'll predictably label as "outsiders." Perfect. Let's arrange the debate between pro-union Delta employees and Delta leadership! We can address all of the questions our peers would like answered!

It's possible Delta leadership won't be comfortable in a debate considering they use an outside third party group of lawyers to create the content distributed for our consumption. Well, with such a large portion of Delta employees having interest in unionizing, we agree in advance to a debate with those who create the anti-union content, or those who distribute it. Delta's choice.

When we tell you that we're serious about wanting every single employee to make an informed decision about unionizing, we couldn't be more serious. Delta, are you?

## Did You Know?

Delta unionized ramp employees in Canada get exactly the same profit sharing that we get.

# The Second Episode of the IAM Delta Workers Unite Podcast is LIVE!

Our host, Minneapolis Delta worker Amanda Goodman Berry, talks shop with Delta workers from Atlanta, New York, Minneapolis and Phoenix, as well as IAM members at United Airlines and Southwest Airlines. Tune in for answers from current IAM members on how a union contract addresses:

- Short staffing
- Safety procedures and protections
- Management favoritism
- Disputes, discipline and the grievance procedure

This episode cover A LOT of the questions we're hearing across the Delta system, so make sure you watch and share the IAM Delta Workers Unite Podcast.

Scan the QR code or go to [iam4.me/deltapodcast-ep2](https://iam4.me/deltapodcast-ep2) to watch on YouTube



## 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)

