



BLUE NOTES

Weekly Newsletter

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IAMDelta.net

Delta Dues – We Are Losing Money

Let's compare wages between unionized United ramp workers and us at Delta.

First year of employment: Delta workers lose \$5,000 compared to United.

Second year: Delta workers lose \$5,148.

Third year: Delta workers lose \$5,200.

Fourth year: Delta workers lose \$4,451.

Fifth year: Delta workers lose \$3,887.

This gap narrows a little in years 6-9, then hits hard again in year 10 (\$6,770) and year 11 (\$3,037).

That's tens of thousands of dollars you leave on the table over your decade-long journey to top scale by not being union.

In cities with very high cost of living, this gap is somewhat less. Please remember that when Southwest ramp approves their contract, they will leapfrog United, leaving Delta workers even farther behind. United wages are calculated for wage rate as of May 1, 2024.

AS AN AT-WILL EMPLOYEE, HERE ARE YOUR RIGHTS.

"Without an employment contract, the employer can terminate the employment relationship at any time, with or without cause."

That's right. As an at-will employee, you have no rights. Zero. Except for one, the right to organize for a union and the right to sign a union card. That's protected by federal law.

AS A UNION EMPLOYEE, HERE ARE YOUR RIGHTS.

If you are disciplined by your employer, you have the right to a union representative who is trained to assist you. They will file a grievance against your discipline, and if the company does not agree to settle your grievance to your satisfaction, you have three separate steps of appeal, ending with arbitration by a neutral third party. You also have a series of other legally binding rights outlined in your union contract.

Do you really want your employment to be at Delta's will? Having a union contract is worth its weight in gold.

Members of Congress Urge Delta to Remain Neutral

The Congressional Labor Caucus is rallying legislators to demand that Delta Air Lines remain neutral in the current union campaigns by the IAM, Teamsters and AFA. Delta workers testified before the caucus delivering powerful testimony about the daily illegal attempts by the airline to coerce and influence workers away from unionization.



Scan the QR code or go to iam4.me/deltacongress to read letter to Congress

IAM International President Bryan Bryant sent a letter asking members of Congress to sign onto the appeal to Delta. He said, in part:

"I write to urge you to join Congressional Labor Caucus co-chairs Mark Pocan (D-WI), Debbie Dingell (D-MI), and Donald Norcross (D-NJ) in a letter in support of workers' rights at Delta Airlines. The letter urges the leadership of Delta Air Lines to pledge not to interfere in any union organizing activities by adopting a neutrality agreement."

Does the Union Protect Bad Employees?

What a crock! We all know that at Delta, if you are favored by an OSM or another member of management, you are protected, even if you are not a great employee. Lots of favoritism.

With a union, if you are a bad employee, the union cannot protect you if you continuously mess up. Union reps and union members don't want to have to work with employees who don't show up to flights or hang back

in the break room. These employees will dig themselves a hole that the union can not help them climb out of.

Of course, many of us go through divorces, deaths in the family and other crises that cause us attendance problems and the like. During these times, the union can help make sure that you come through the other side with your job intact.

Whatever Happened to Tom Brady?

It was with great fanfare that Ed Bastian announced Delta had signed a contract with football legend Tom Brady. Notice that Tom Brady signed a contract with Delta, guaranteeing him a certain salary and other rights and

responsibilities. This is exactly what pro-union workers want, a legally binding contract so that Delta can't change our terms of employment at a whim. But really, what did happen to Tom Brady and the millions he was paid to do... what?

Pilots Support Us

If you haven't already watched the video of the pilots union pledging their support to our union campaign, here's the link. It's a must watch.



Scan the QR code or go to iam4.me/alpadelta to watch the full video

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

