



BLUE NOTES

Weekly Newsletter

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IAMDelta.net

Do We Really Have Industry-Leading Pay and Benefits? No.

Delta claims that we get "industry leading pay and benefits." Delta ramp workers do **NOT** receive industry leading pay and benefits. The below table compares

United Airlines ramp workers, who are IAM members, at only the top of the pay scale, at CURRENT rates, and who are eligible for the maximum vacation accrual:

United (May 2023)	
Hourly Rate	\$36.65
2,080 hours @	\$74,152
Vacation 6 weeks	\$8,556
Sick Bank 8 hrs/month	\$3,422
IAMNPP \$2.05	\$4,264
401(k)	\$2,225
Ratification Bonus	\$1,000
Medical	\$25,329
Profit Sharing 1%	\$741
Occupational Bank 8 hrs/accrual	\$3,422
6 fixed holidays @ 20 hrs	\$4,278
2 floating holidays @8 hrs	\$570
Total Comp	\$127,959
Total Comp w/o Medical	\$102,630

Delta	
Hourly Rate	\$35.26
2,080 hours @	\$73,341
Vacation 5 weeks	\$7,052
PPT 7 days/year	\$1,975
Pension	\$0
401(k)	\$6,601
Medical	\$15,312
Profit Sharing 5%	\$3,667
Sick & Occ Bank	\$0
6 fixed holidays @ 16 hrs	\$3,385
4 floating holidays @8 hrs	\$1,128
Total Comp	\$112,461
Total Comp w/o Medical	\$97,148



Insurance Comparison

Did you know that when you compare Delta's Gold HSA medical insurance plan to United's Core PPO (family coverage tier), Delta workers stand to lose over \$10,000 per year in value? That's because the United medical plan places less of a cost burden, via lower deductibles, out of pocket maximums, and co-insurance for certain medical services, on covered workers and their families.

Wouldn't it be great to have quality and affordable health insurance with lower premiums, deductibles and max out of pocket costs? It's money out of our pocket. We deserve no less.

Delta management, who claims to be guided by "family values and principles," chooses not to offer affordable health insurance and prescriptions to those of us who labor their profits.

Delta management, please do not brag about your insanely extraordinary profits unless the very workers who labor to produce those profits can afford to look after our health at a reasonable cost.

Even more proof we need and deserve a legal voice in our workplace.

What is the Delta Board Council?

In Delta's presentation to Congress, they point to the Delta Board Council (DBC) as a legitimate representative of Delta frontline workers. This non-elected body is selected by Delta management and not a vote of workers. It has no legally enforceable decision making power. This is the textbook definition of a company union, forbidden by the Railway Labor Act.

What Will We Be Negotiating For?

With Delta being the most profitable airline in the industry, we've started asking our coworkers what some of their top priorities in a union contract might be. Especially among junior employees, we have heard this, a \$25 an hour starting wage with the

progression going up from there. Think it can't happen? Just remember, the new starting wage for auto workers at the Big Three is \$28 an hour. In the coming weeks, we will be talking more about what we will be fighting for.

Delta, How About Proper Staffing?

Apparently there has been an increase in load errors. Enough so that an email was sent out to employees in our station. We should all be vigilant and endeavor to be as accurate as possible. But I think there is an issue that the company doesn't want to address.

The company touts safety above all else but many work groups are running a skeleton

crew while dealing with an ever increasing workload. By increasing the amount of flights worked while reducing the number of employees, the chances of making mistakes increases, regardless of employees' best efforts. A true safety culture would address staffing as it is obviously at a breaking point where safety is becoming an issue. When we achieve represe

What is the Payroll Support Program?

During the COVID-19 pandemic, Congress gave Delta and other airlines \$5 billion in grants, known as the Payroll Support Program. This money was supposed to go to workers to prevent layoffs and pay and benefit cuts. During this time, many of you will remember, our hours were cut from 40 to 30 if full time and similar percentages, if

part time. This represented a 25% pay cut and similar amounts to retirement, PPT and vacation. When making their presentation to Congress, Delta touted the fact there had been no layoffs, but neglected to mention there had been a cut in hours, thus flouting the will of the government and taxpayers.

Does Delta Really Provide You With a Voice?

Also in Delta's presentation to Congress is this quote that simply does not stand up to the light of day.

“Employees can stand up and raise issues, ideas, and suggestions directly with any level of leadership.”

Does this jive with any Delta ramp, cargo or tower worker's lived experience?

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Congress Reprimands Delta For Union Busting

More than 140 members of Congress have signed a letter to Delta Air Lines telling them to stop union busting and interference and remain neutral as we seek to gain a union.



Scan the QR code or go to
iam4.me/deltaclletter
to read entire letter

Our effort made national headlines.

Reuters

iam4.me/deltacongress-reuters

The Hill

iam4.me/deltacongress-thehill

Atlanta News First

iam4.me/deltacongress-anf

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

