



BLUE NOTES

Weekly Newsletter

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ISSUE 33



IAM
DELTA

Organize and Fly, Together

IAMDelta.net

Here's What it Means to Pay Delta Dues

We are losing pay and benefits (we call them "Delta Dues") with every paycheck. And it really piles up over time. Here's a comparison between us at Delta and IAM ramp workers at United Airlines.

Years of Service	United Current	Delta Current	Total amount less per year for a Delta full-time worker
0-6 months	\$18.51	\$16.55	\$4,076.80
6 months-1 year	\$18.51	\$16.73	\$3,702.40
1-2	\$19.15	\$16.91	\$4,659.20
2-3	\$20.05	\$17.58	\$5,137.60
3-4	\$20.88	\$18.74	\$4,451.20
4-5	\$22.00	\$20.00	\$4,160.00
5-6	\$23.65	\$21.63	\$4,201.60
6-7	\$24.78	\$23.26	\$3,161.60
7-8	\$25.90	\$25.13	\$1,601.60
8-9	\$27.36	\$26.54	\$1,705.60
9-10	\$29.29	\$28.14	\$2,392.00
10-11	\$35.03	\$30.39	\$9,651.20
11-plus	\$35.65	\$35.26	\$811.20

Injured Worker Profit Sharing

I got injured at work in 2023. It was a repetitive motion injury to my shoulder. I was out for four months. On-the-job injuries are something that happens to everyone some time during their stay at Delta, if they stay long enough. It happens because we work hard in a very physical job, while we

are helping to grow that pile of profits. So imagine my surprise when I realized that all that time on OJI would be counted against my profit sharing. Only wages earned while at work counts toward your profit sharing. I don't know about the rest of you, but I think that's kind of a lot of bull.

Profit sharing – 22% vs 38%

It's worth noting that if profit sharing was paid out in wages at a federal tax rate of 22%, taxes on a \$4,000 profit sharing payout would be \$880. With a lump sum tax rate of 38%, that same \$4,000 gets taxed at \$1,520. That's \$640 more. With state taxes it's even more. It's true that many of us like the lump sum. It's money we can use

to catch up on bills, go on vacation and the like. The point here is that, if we had a union, we could negotiate what our compensation looked like. We might decide that pay that allows us to keep current with our bills is the best course, that getting more in our hourly pay was the way to go. We would be masters of our destiny.

Republicans Sign onto Neutrality Letter

The support for Delta workers just continues to grow in Congress. On the Democratic side of the aisle, 146 members of the House of Representatives signed a letter calling on Delta management to stop creating a hostile atmosphere for workers who are pro-union and remain neutral during our effort to call for a union election. Now they have been joined by six Republicans. Georgia's Sanford Bishop (D) also wrote his own letter. We will be asking Congress to take more

action around Delta's interference with our federally protected rights soon.

Labor Caucus Letter

iam4.me/deltaclletter

Republican Letter

iam4.me/deltarletter

Rep. Sanford Bishop's Letter

iam4.me/deltabishopletter

New Bid Coming to You Soon

There are lots of reports from around the system about the new bid. It's not pretty. Options are being taken away, forcing some of us to quit Delta. Forcing us to unnecessarily disrupt our lives. Corporate management makes decisions based on financial considerations for investors on Wall Street and not based on the welfare of their employees. With a union, it could be different. At union airlines, union reps elected by members meet with the company to work out new bids. Lots of input. And there are clear, written rules as to what the company can and can't do when designing a bid.

Send Your Anonymous Testimony to Us

If you have a story to tell about Delta intimidation and harassment, we have created a super secure email address for you to send your stories to. Congress is asking

for more testimony right now. Please email us at organizeandfly@proton.me to show the country what an anti-union campaign looks like so we can get it stopped.

Your Local Managers Could Be Breaking the Law

From the Railway Labor Act (Punishment for violation of our rights):

“The statute provides that each offense may result in imprisonment up to six (6) months and/or \$20,000 fine for each day during which such carrier, officer, or agent willfully fails or refuses to comply with obligations under Section 152, Tenth.”

If your managers tell you that you will lose benefits when the union comes in, that counts as interference and breaks the law and opens them up to the imprisonment and fines stated above. If they actively tell you not to sign or hand out cards, that breaks the law. If they target you for attendance despite only one occurrence, if they ask to

look through your phone, go through your bag, hold captive audience briefings, or even something as simple as asking if you support the union drive, they are breaking the law.

As airline employees we all know the phrase “see something, say something” and that applies to our drive as well. If anything like this happens to you or a coworker, fill out an interference report at iamdelta.net/online-interference-report. If there are enough reports that show systematic and coordinated offenses, which we all know is true, the National Mediation Board could force Delta to recognize the union without the need for an election. Keep your eyes and ears open and continue standing up for our rights!

Delta Air Lines workers and labor allies take part in the Dr. Martin Luther King Jr. Commemorative March on January 15, 2024

WE DREAM
IN
BLACK 



Check Out Our Black History Month Podcasts

Delta below wing agents Amanda Goodman-Berry (MSP) and Gameli Appiah (ATL) have created a four-part podcast that examines the lives of Black working class leaders that changed the course of history. Part One looks at T.O. Jones, who led the 1968 Memphis Sanitation Workers strike. During the course of the strike Martin Luther King Jr. was assassinated while supporting the workers right to form a union.

Part Two examines E.D. Nixon, the architect of the 1955 Montgomery Alabama Bus Boycott. He worked closely with Rosa Parks and MLK to desegregate buses in that city. He was also an important leader in the Brotherhood of Pullman Car Porters.

We will also look at the life of Rosa Parks, the leader whose refusal to move to the back of the bus sparked the modern civil rights movement. She was also a staunch union supporter. Finally, we will end the series with A. Philip Randolph. He was the founder of the all Black union, the Brotherhood of Sleeping Car Porters. He was also the first Black Vice President of the AFL-CIO.

Watch Part One

iam4.me/deltapodcast-ep3

Watch Part Two

iam4.me/deltapodcast-ep4

We Don't Lead The Industry

PLEASE, DELTA MANAGEMENT, DON'T CONTINUE TO TELL THE FALSE NARRATIVE THAT DELTA LEADS THE INDUSTRY.

We don't lead the industry in pay.
We don't lead the industry in vacation.
We don't lead the industry in medical.
We don't lead the industry in work rules.
We don't lead the industry in sick pay.
We don't lead the industry in OJI pay.
We don't lead the industry in retirement benefits.

We don't lead the industry in fairness on the job.

In fact, there is exactly one thing Delta leads the industry on - profit sharing.

You add up the difference and decide.

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

