



# BLUE NOTES

Weekly Newsletter

MARCH 8, 2024  
ISSUE 35



IAMDelta.net

**ORGANIZE AND FLY**



**MOST  
PROFITABLE  
AIRLINE BUT  
NO SICK PAY**



**PRO UNION  
=  
PRO DELTA**

# Simple Math

By not paying industry leading wages through the entire 11 year pay scale, Delta saves over \$1 billion when compared to pay scales at Southwest. Here's how it works. Over the course of the pay scale from date of hire to 11 years seniority, Delta workers lose roughly \$64,000 when compared to a Southwest worker. There are approximately 18,000 Delta ramp, cargo and tower workers in the system. 64,000 times 18,000 is \$1,152,000,000. When compared to

United workers, it's just shy of \$1 billion. **One billion reasons why Delta doesn't want a union.**

Looked at as an annual saving, and assuming around 30% of Delta's below wing workers are at top of scale and with **Delta's total compensation being \$16,000 lower than for workers at United**, Delta saves one hundred million per year just on top of scale workers.

## We Thought We Were Family

Union contracts are very specific in guaranteeing an annual pay raise. For us, every day after an April 1 increase will be Delta making the choice of saving money off each of our backs. They publicly announced it would come by October 2023. We deserve a timely raise, especially with the product we're putting out AND these insane profits we're generating!

**They may refer to us as "family," but family deserves a timely cost of living increase too!**

## Support in Congress Grows

Another Georgia member of Congress, Nikema Williams, has joined with us in asking that Delta stop interfering in our campaign to gain a union election. This brings us to four Georgia Congressional Representatives who are requesting that Delta remain neutral. More than 150 members of Congress have lent their voices to our cause.

Read Congresswoman Williams' letter to Delta at [iam4.me/deltawilliamsletter](http://iam4.me/deltawilliamsletter)



## Delta Workers Ask for Congressional Help

Nearly 100 Delta ramp, cargo and tower workers have signed onto a letter asking the Congressional Labor Caucus to hold a hearing on Delta's interference in our

federally guaranteed right to organize to gain a union. The letter will be delivered on March 11. Text of that letter is below.

# Open Letter to Members of Congress

We want to express our true gratitude to the 146 members of the House of Representatives who signed onto the letter asking Delta Air Lines management to remain neutral during our attempt to gain a union representation election.

Unfortunately Delta's anti-union onslaught has continued unabated in the form of distribution of anti-union literature, captive

audience presentations to new hire classes, unjust suspensions of pro-union workers and attempts to stop workers from signing union cards at work. We are writing to ask you, the members of the Congressional Labor Caucus, to convene a hearing in the House of Representatives to investigate this ongoing problem and use all methods at your disposal to bring Delta's practices to an end.

# Seasonal Employees and the Union

If you're a seasonal employee, you might be wondering if union representation is right for you. Let's discuss!

The first thing every Delta employee needs to understand is that Delta is going to do what is operationally best for THEM. For newer employees, you might not know that Delta used to have a Ready Reserve program. This condition of employment was unprecedented for saving the company money because it offered no vacation, no health benefits, and not much more than a base wage. For many years, Delta didn't even advance these employees through the pay progression! How could the company go wrong with such a self-serving program like this?

Well, as we know, many seasonal employees (and previous Ready Reserves) need time away from Delta because this isn't their main gig. When the COVID-19 pandemic hit, Delta involuntarily reduced full-time workers' hours by 25% to save themselves money. Delta also offered buy-out packages

doing everything to get employees to separate from the company, further reducing the number of hours on the schedule.

Fast forward to a short time later, as the peak of the pandemic faded, the flying public flocked back to the airports wanting to travel again. Delta suddenly found themselves needing many more bodies on the property and in a hurry. Their solution? Delta scrapped the Ready Reserve program. By doing this, it forced those employees to then be on the schedule more hours every single week.

As seasonal employees understand, just as many of our Ready Reserves understood, this involuntary change in employment terms doesn't always work. It might even force you to resign as it did for some of them. So whether you're full-time, part-time, or seasonal, we ALL deserve to take control of our future! It's time to negotiate a legally binding contract with work conditions that can't be changed simply for Delta's convenience.

# Definitely Not Industry Leading

This chart is very simple and self-explanatory. Delta wages lag behind IAM wages at United and Southwest ramp by a lot. Both airlines have recently concluded contract negotiations with big gains for the members.

Years Worked	Delta	United	United 5/1/24	Southwest TA
0-1	34,611.20	38,500.80	39,665.60	40,456.00
1-2	35,869.60	39,832.00	41,017.60	41,828.80
2-3	37,772.80	41,704.00	42,972.80	43,825.60
3-4	40,289.60	43,430.40	44,740.80	45,635.20
4-5	43,295.20	45,760.00	47,132.80	48,068.80
5-6	46,685.60	49,192	50,668.80	51,688.00
6-7	50,325.60	51,542.40	53,081.60	54,142.40
7-8	53,736.80	53,872.00	55,494.40	56,596.80
8-9	56,867.20	56,908.80	58,614.40	59,779.20
9-10	60,871.20	60,923.20	62,753.60	64,001.60
10-11	68,276.00	72,862.40	75,046.40	79,040.00
11	73,340.80	74,152.00	76,377.60	79,040.00

*\*This chart does not reflect airport minimum wage ordinances in high-cost cities*

In order to cut across any idea that Delta does not, in fact, deliver industry leading pay and to undercut any impact that the new tentative agreement for Southwest ramp might have on Delta workers, management sent out a three page memo to OSMs. The facts speak louder than Delta's memo. Congratulations Southwest workers, and thank you for leading the industry. One day we will be there with you.

# How Long Does it Take to Negotiate a Union Airline Contract?

Let's set the record straight. Settling a union contract at United Airlines took 14 months and delivered industry leading pay and benefits. Alaska Airlines took one month and Hawaiian took four months. IAM members

make sure that contracts are settled quickly and lead the way in pay and benefits. That's the plan when we win our union and get a contract.

## 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)

