



# BLUE NOTES

Weekly Newsletter

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[IAMDelta.net](http://IAMDelta.net)

# Not Our Choice – Salt Lake City Ramp Bid

Some research of past ramp bids in Salt Lake City yields interesting results. You can see it's been pretty consistent at roughly 57% - 43% full time to part time until this bid where it's flip flopped. Plus, of the 300 full time lines that are left, 77 are "my choice" with the option of reduced hours to 30-32 hours.

Summer 2022 Bid  
Full time: 57.6%  
Part time: 42.4%

Summer 2023 Bid  
Full time: 56.7%  
Part time: 43.3%

Winter 2023 Bid  
Full time: 57.7%  
Part time: 42.3%

Summer 2024 Bid  
Full time: 46.7%  
Part time: 53.3%

The last bid for winter 2023 had 373 full-time regular agents. The summer 2024 bid has 300 full time. This undoubtedly means that some below wing agents will be forced to part time. Not exactly their choice.

## Speaking of "My Choice" ... Which Would You Prefer?

Almost unbelievably, the first three lines of Delta Human Resources Manual actually read:

*"This section of Delta's Human Resources Practices Manual sets forth the terms and conditions of employment. Delta reserves the right to amend these terms and conditions of employment at any time for any reason. Just as all personnel have the right to resign their employment with Delta at any time and for any reason they choose, Delta may terminate the employment relationship with any employee at any time for any reason."*

IAM Union Contract Language opens with:

*"The purpose of this agreement is, in the mutual interests of the company and of the employees, to provide for the operation of the services of the company under methods which will further to the fullest extent possible the safety of air transportation, the efficiency of operation and continuity of employment under conditions of reasonable hours, proper compensation and reasonable working conditions. For the advancement of this purpose, the Company and the Union agree to cooperate fully, both individually and collectively."*

Now, which language would you prefer? We have a choice, sign a card and let's get this to an election.

# What a Union Contract Can Do at Bid Time

All across the system we have seen basically the same thing that is occurring in Salt Lake City. The company changes percentages of part time and full time at a whim, with no input from the workers who will be affected. In addition they add bid lines called “My Choice,” although they never asked anyone if this was employees’ choice or not. Some workers regard “My Choice” lines as a backdoor way of increasing part time percentages.

With a union contract, ratios of full time, part time and seasonal are negotiated by workers who are elected by us and who gather input from their coworkers. Even start times are negotiated so the needs of union members are taken into account. Anything that is proposed in our contract gets voted on by members. The rules for bidding can not be changed at the company’s whim. Now that’s a direct relationship.

## Over 100 Delta Workers Send Letter to Congress

In late January, 146 members of the House of Representatives signed a letter demanding neutrality from Delta Air Lines during employee campaigns to gain a union for ramp, cargo and tower. Read more at [iam4.me/deltacongressurge](http://iam4.me/deltacongressurge).

In response, Delta’s Washington, D.C., lobbyists sent a slide deck to all 146 members of Congress praising employee relations at the airline. **Read it at [/iam4.me/deltaslidedeck](http://iam4.me/deltaslidedeck).**

Ed Bastian also sent a letter to Congressional Representatives pointing out Delta’s so-called “industry-leading” profit sharing plan and the Emergency Savings Program. Read it at [iam4.me/bastiantocongress](http://iam4.me/bastiantocongress).

He said nothing about Delta’s efforts to thwart workers’ desire for a union. Further, Delta’s union busting harassment has not stopped.

Because of Delta’s failure to respect our federally guaranteed right to organize a union, over 100 below wing agents wrote to the Congressional Labor Caucus on March 14. The letter said in part, “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 (union busting) and use all methods at your disposal to bring Delta’s practices to an end.”

# Retirement Comparison: Which Would Work Better For You?

**Retirement:** This comparison assumes three factors used when comparing Delta's vs. United's plan: monthly payments over a 20-year retirement, 6% annual growth, and annual compounding. Based on 2024 pay scales:

Years worked in 5 year increments (Min 10 years)	Delta 401(k) Max Match (3%+6%+6%)	IAM United Pension & 401(k)
10 Years	<b>\$433.11</b>	890 + 59.09= <b>\$949.09</b>
15	<b>\$746.08</b>	1,335 + 154.93= <b>\$1,489.93</b>
20	<b>\$1,256.90</b>	1,780 + 311.83= <b>\$2,091.83</b>
25	<b>\$1,940.41</b>	2,225 + 521.81= <b>\$2,746.81</b>
30	<b>\$2,881.40</b>	2,670 + 802.88= <b>\$3,472.80</b>

United contributes \$2.05 to your pension fund for each hour worked. Upon retirement, you will receive a monthly payment of \$89 per month for each year worked. For example, 10 years of work will receive \$890 each month in retirement. Add the progressive 401(k) match, ranging from 1% to 4%, that United employees also receive and their retirement outpaces that of a Delta employee as well as provides more disposable income during the working years.

**Retirement Medical:** In various contracts, there are examples of bridging medical plans. For example, in the tentative agreement between Southwest and the Transport Workers Union (TWU), plans allow for continuing medical and dental coverage from the age of retirement, as early as 55, until age 65 when eligible for Medicare. The plans also allow using accrued sick time to pay the premiums, keeping more money in your pocket in retirement.

## 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)

