



BLUE NOTES

Weekly Newsletter

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IAMDelta.net

Southwest Ramp Has a New Contract and a New Wage Rate. It Pays To Be Union.

Years Worked	Delta	Southwest TA	Amount Delta employees fall behind per year
0-1	\$34,611.20	\$40,456.00	\$5,844.80
1-2	\$35,869.60	\$41,828.80	\$5,959.20
2-3	\$37,772.80	\$43,825.60	\$6,052.80
3-4	\$40,289.60	\$45,635.20	\$5,345.60
4-5	\$43,295.20	\$48,068.80	\$4,773.60
5-6	\$46,685.60	\$51,688.00	\$5,002.40
6-7	\$50,325.60	\$54,142.40	\$3,816.80
7-8	\$53,736.80	\$56,596.80	\$2,860.00
8-9	\$56,867.20	\$59,779.20	\$2,912.00
9-10	\$60,871.20	\$64,001.60	\$3,130.40
10-11	\$68,276.00	\$79,040.00	\$10,764.00
11	\$73,340.80	\$79,040.00	\$5,699.20
		TOTAL	\$62,160.80

This chart does not reflect airport minimum wage rates or starting wage rates at high cost-of-living stations.

The contract was approved by 78% of ramp and cargo employees. Southwest Flight Attendants have a new Tentative Agreement too that includes a 23% wage increase and a nearly \$20,000 average lump sum payment on date of signing. Stay tuned for more details.

When You Get Injured, What's The Union Difference?

When you get injured on the job, your union rep is your lifeline to fair treatment. They will direct you to a variety of lawyers who can represent you and not the company in relation to your workers compensation claim. They will help you find doctors and rehabilitation consultants who are not directed by the company.

They have the experience to help you deal with the outside third party, Sedgwick. They will help stop Sedgwick from pushing you back to work too early or from pushing you out the door when your injury is severe or long term. Anyone who has had to deal with Sedgwick knows that they have the

company's interest at heart and not yours. They are contracted by Delta to keep workers compensation claims as low as possible. A union rep has your interest at heart—period.

With a union, you will get Occupational Injury Pay. This means full pay from the first day you are out on injury. OJI pay makes up the difference between workers compensation and your regular hourly pay. You don't have to worry about a shortfall in income because you are relying on short term disability and you don't have to pay anything for OJI pay protection with a union contract.

One More Big Difference with a Union

Every IAM union contract includes a union safety committee that has guaranteed rights. This includes a defined number of union safety reps in each station, the right of members to promptly investigate any safety concerns, the right to meet with management regularly about safety issues, the right to take unsafe equipment out of service until repairs can be made. With OJIs at a high level at Delta, you can see why having a safety committee would be crucial.

Outside Third Parties

Delta complains that the union is an “outside third party” when, in fact, the union organizing committee is made up of hundreds of your coworkers that give their time and energy to make life better for everyone. In reality, it is Delta that uses a number of “outside third parties” that impact our lives every day. We have already discussed Sedgwick and the negative impact they have on our injured employees. Apple Tree is another TPA Delta uses for reporting of absences and tardies. Let’s not forget about the outside law firms, like Ford and Harrison, that Delta uses as union busting consultants. These are firms that Delta pays millions of dollars to in order to stop us from getting a union.

ATL E and F Concourses Being Contracted Out?

Recently, executives from UNIFI, a company that does contracted ramp work, received a tour of the ATL international area. According to some of those who were on the tour, the talk was about how UNIFI would be taking over ramp work on E and F. While this has

not been confirmed in writing, we would suggest that if you have concerns, you contact Joe Miller, the VP of ATL Airport Operations at joe.miller@delta.com. We will keep you informed of any further developments.

Sedgwick: Definitely Not Your Friend or Family

All of Delta's workers' compensation claims are handled by Sedgwick. Here's what the law firm Miller and Zois had to say about Sedgwick in their newsletter.

"The main difference between [Third Party Administrators] TPA's like Sedgwick and dealing directly with the insurer is that Sedgwick competes for its clients' business. How do they get the business? By helping the negligent party save money by paying out as little as possible. What does this mean to you? Typically, it means they are going to try to get the case settled on the cheap. Sure, all insurance companies do this. But the Sedgwicks of the world just have more incentive to attempt to rip off the victim."



America

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A

HIS FOREMAN
IS OUR DREAM

LOCAL 100
AT WORK

SERVICE
TO THE

UNITE AND
TOGETHER

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DUMAS
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SOC Investment Group Moves to Stop Delta Union Busting

The following proposal has been submitted to Delta for consideration at the annual shareholders meeting in June:

Resolved: Shareholders request the Board of Directors issue a report on Delta Air Lines, Inc. (the Company) expenditures that are intended or could be viewed as intended to dissuade employees from joining or supporting unions (“union suppression”). In addition to internal company expenses made for union suppression, the report should include disclosure of expenses made to outside entities, including:

- *Disclosure of the for hire entities identities, fees, hours, remits and work performed in relation to employee unionization and collective bargaining efforts, as well as other services they are hired to perform for the Company.*
- *Description of the Board's oversight of these for hire entities; and*
- *Disclosure of the for hire entities adherence to the Company's policies including any reference to any legal or regulatory enforcement matters wherein the for hire entities are involved.*

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

