



ORGANIZE AND FLY
**MOST
PROFITABLE
AIRLINE BUT
NO SICK PAY**

**DELTA
WORKERS**
**LET'S
ORGANIZE
AND FLY,
TOGETHER**

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BLUE NOTES

Weekly Newsletter

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IAMDelta.net

5% vs. 265%

Ed Bastian saw his total compensation skyrocket to \$34.2 million for 2023. That's a 265% increase from 2022. Let's see... 5% for us and 265% for Ed! What a family we have!

Delta's board gave Bastian a \$20 million "one-time enhanced award" that includes \$10 million cash over two years and \$10 million in stock awards that vest over three years based on performance. It also serves as a retention bonus.

Delta Compensation Or How to Lie With Numbers

Delta just recently produced a flier that purported to show an accurate compensation comparison between United, American and Delta. There are several problems with their approach. First, Delta simply decided not to include Southwest. That's a problem. Second, Delta cherry-picks

wages and profit sharing and ignores health insurance, vacation, sick time, personal time, Occupational Injury Pay, retirement, and work rules that put money in your pocket. That's a problem too. But Delta sure is good at spin and making charts. Don't believe the hype.

Top Global Airlines by Market Capacity

Delta: \$30.4 billion

Ryanair \$26.5 billion

IndiGo: \$17.6 billion

Southwest: \$17.3 billion

Air China: \$14.5 billion

Singapore: \$14.3 billion

United: \$14.3 billion

Delta says we can't compare the higher wages at Southwest to Delta because "they are not in the same competitive set." The chart above should dispel that myth.

While Delta management claims that Southwest is not part of its "peer group" when determining ramp, cargo, and tower pay rates, Delta management DOES consider Southwest part of its "peer group" when determining Delta executives' compensation.

Delta is Industry Leading, But Not In Wages And Benefits

Congrats on the raise. But here's the thing. Delta is leading the industry in profits and in profit sharing, but that's it.

Flight attendants at Southwest just got an immediate 22% raise because of their union. Southwest ramp went immediately to \$38 an hour and they top out at \$42 an hour with average raises of 21.8% throughout the pay scale. And Southwest Above Wing now has the same pay scale as the ramp. They lead the industry.

Our own pilots got an immediate 18% raise and 34% over four years. Why the disparity? Perhaps because they have a union?

And if you add in superior retirement, vacation, personal time, occupational injury pay, health insurance, and work rules that means money in your pocket and consistent treatment for all, Delta workers are left in the dust. Having a union pays huge dividends.

You can vote to get your fair share by signing a union card today.

Hey Ed! I Thought We Were Family!

Recent regulatory filings have disclosed 2023 airline CEO compensation. It was the first year in which airline CEOs no longer had restrictions tied to their compensation from the pandemic's government bailout money.

All major airline CEOs enjoyed huge pay increases, with Delta's Ed Bastian coming in on top at \$34.2 million in compensation, American's Robert Isom at \$31.4 million, United's Scott Kirby at \$18.6 million, and Southwest Airlines CEO compensation ranking fourth at \$9.3 million.

How is Ed Bastian deserving of "industry-leading" compensation, but his employees are not? And how is Southwest's CEO suddenly in his "competitive set," but not in our competitive set? Give us a break. Praise and slogans don't pay the bills, neither do excuses - compensation does. It's time for change; it's time to unionize,

pushing for industry-leading compensation to include ALL employees, not just our CEO.

All last week, Delta sent their managers to the floor and executives to news studios to push the idea that the 5% raise was extremely generous and well deserved. While we are grateful for a raise, there is a bad taste in our mouths.

To put that into perspective, that compensation package alone would cover the first year of wages for 860 ramp agents. That would nearly staff an entire hub's operation. Actions like these show how Delta fails to live up to the "worker first", and "family" culture they so frequently claim to operate by. During the coming days, when you may be working short-staffed, remember that Delta speaks out of both sides of their mouths, telling you to be grateful while enriching an already wealthy individual.

The Union Can't Do Anything For Me! I Don't Get In Trouble!

If you work for Delta long enough, life will catch up with you. I'm talking about really painful stuff. Divorce, serious illness for yourself, a child, a spouse. Death of a loved one. Depression. Drug or alcohol addiction. It's very likely that you will face something along these lines sometime during your Delta career.

When that happens, coming to work may be too much for you. Navigating the Delta or Sedgwick system may be more than you can handle. FMLA paperwork may seem overwhelming. You're a good employee but life gave you a gut punch.

On an average day, a union rep routinely helps to get an employee into alcohol rehab, helps another fill out FMLA paperwork, assists in filing a complaint with the Department of Labor because Delta has wrongfully denied FMLA. There might even be a trip to an employee's house to bring them to rehab. You get the picture.

A union rep has your interests in mind. Their starting point is not quarterly earnings or stock price. In the big Delta ocean having someone with a lifeboat for you could be invaluable.

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

