



BLUE NOTES

Weekly Newsletter

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IAMDelta.net

Revolving Door Turn Over

Employee turnover rate feels incredibly high. ...if only there were a way to keep employees from leaving 😞. Delta has tried pizza parties, catchy slogans, and even freezy pops. It hasn't worked. So what could they possibly do to retain employees, especially through issues like sweltering summer heat? Is it by mandating sweaty bump caps?

As an employer, imagine choosing to pour endless money on expensive uniforms for new hires, only to watch them quit soon afterward. Does Delta not care about this massive, extremely wasteful expenditure? Couldn't that money be better spent?

Here are a few ideas for retaining our great newer workers:

- How about increasing pay? Our CEO definitely seems satisfied by compensation-Industry-Leading Compensation.
- How about shortening the time it takes to reach top pay to five years? Historically this was achieved at unionized carriers. With the record profits we generate, what's holding us back from leading?

Friends, get involved! We're on the path to unionizing and pushing Delta, with the record-breaking profits we generate, to find effective ways to retain workers. But we can only be part of this conversation IF we secure our seat at the table.

Revolving Door #2

PHX is the canary in the coal mine for this. You want to hire people for \$19 / hour in a high cost of living area to work outside in the summer with no breaks when it is over 120F outside. These new hires will most likely not have any hope of holding a full time line for many years to come. The company let staffing levels reach critical status and they really haven't offered much

in terms of actions they are taking to fix it. Supposedly 7 ALAs / CSAs are transferring in but have also been told that the company will most likely not replace any seasonal agent attrition. The new seasonal program has people at the company's beck & call with 2 week notices every couple months. If you want to have enough employees, just make working here worth it for junior employees.

Why Are Our Overtime Rules So Favorable to the Company?

Without a union, Delta is allowed to set any overtime parameters they want as long as those parameters meet federal and state law minimums. It's no secret that both federal and state laws are no friend to the worker. Delta, like most other non-union companies, enjoy the monetary advantage they have over unionized workers who have negotiated more respectful and financially

beneficial guidelines that exceed the minimums set by law. While the overtime rules at Delta may fall short of industry standards, they are likely not illegal. It's time we unionize and compel Delta to step up financially, something they've proven unwilling to do on their own.

It's time to sign a card and negotiate overtime rules more favorable to Delta workers!

Union Overtime Rules

Here are some of the overtime rules that many union contracts have to make sure that union workers are fully rewarded for their hard work. These rules can result in thousands of dollars more in your pocket every year.

OSL - Off Schedule Lunch. Full Lunch taken between 3rd and 5th hour or worker gets paid an extra half hour of pay.

No Lunch - Extra 30 minutes of pay at time and a half if you get no lunch break during your shift.

Short Hour- Extra hour paid at time and a half if you start early or stay late by 6 or more minutes.

Double time and a half for holidays.

Work rules defining the minimum number of workers an ALA can supervise (creates overtime and better staffing).

"Be Delta, Be Different"?

Prior to "Leadership 7.5" cost cutting measures taking place in 1997, Delta Ramp senior employees were offered 7 weeks of vacation. Now, in 2024, 27 years later, Delta only offers 5 weeks.

During this same period of time, Delta's "leadership" has managed to figure out how to increase executive compensation from 350 thousand dollars to 34 million dollars.

If we want to "Be Delta, Be Different," it's going to take union oversight. It's time we stand up to prioritize reasonable employee compensation over excessive executive compensation.

CURRENT VACATION ACCRUALS BY AIRLINE:

- Southwest** (TWU Union) - 7 weeks
- American** (IAM & TWU Union) - 6 weeks
- United** (IAM Union) - 6 weeks
- Delta** (Non-union) - 5 weeks

Be Delta, Be Different? Sign a card for a better future.

Tragedy Strikes ATL Maintenance

On Tuesday, August 27 two maintenance technicians were killed when a tire exploded in the wheel and brake shop in the ATL maintenance facility. The technicians have been identified as 58 year old Mirko Marweg and 37 year old Luis Aldarondo. A third unidentified worker was seriously injured by the explosion. Our hearts go out to the families of all three men. We pray for the recovery of the unidentified man and all the affected families.

The injured man has been identified as Caleb. His wife is pregnant and due any day now, according to a post in Delta Nonrev Travel. Please pray for Caleb, his wife and his baby.

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

