



BLUE NOTES



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IAMDelta.net · DeltaWorkersUnite.org

COMPARISONS DELTA WILL NEVER TALK ABOUT

When You Are Injured At Work

At Delta, here's what happens. First, unless you are paying for short term disability, you will lose 40% of your pay. If you are making \$24.42 an hour, in one month you will lose \$1,562.88. Sedgwick, no friend of workers, will be handling your claim. Without trained union reps to help you navigate the OJI system, you may find yourself not getting the treatment you need or being forced back to work early.

If you are a union worker at United, American or Southwest with a

contract, you won't miss a penny of pay because of an injury you sustain at work because you get OJI pay. This makes up the difference between workers compensation and your regular pay. So getting hurt doesn't need to send you into a financial crisis. A trained union rep can help you deal with the injury insurance carrier and if need be suggest several different attorneys that help defend workers and not the company. Of course, maybe you will never be injured at work. But most likely, you will.

Job Security

At Delta, you have zero job security. Zero. The company can contract out our work at any time, for any reason. Just ask people in ATL. Deice is gone. Contracted out. Without any input from any of us. So even in our biggest hub no job is safe.

Compare this with a union contract. Our work would be guaranteed by "scope" language. This describes what work is ours by contract. In ATL, deice could not be contracted out, if that was part of our "scope" language. We could also protect work in all the stations where Delta ramp, cargo and tower workers are employed. We could also negotiate to take over work in stations like SAN, CLT and others.

Due Process When You Face Discipline

If you work on the ramp, cargo or tower at Delta, you don't have "due process." You are an "at will" employee. This means you can be fired for any reason or no reason. No legal rights, other than those you get from federal or state law. When you face discipline, whether it be for attendance, aircraft damage or a dispute with a coworker, you will be faced by two or three company representatives. There will be no

one in your corner in the office. You always have the right to use Delta's appeal process, but this almost never results in a change to the original verdict. The company is the judge, jury and executioner.

Now compare this to what unionized airline employees have access to. The company can not arbitrarily fire you for any reason or no reason. You always have the right to have the union rep of your choice present

for any meetings with management that might result in discipline. The union rep has the right to request information that could help your case. If you are not happy with the outcome, you have the right to appeal to the station manager with your union rep and then to the regional vice president, again with your union rep. Finally you have the right to have your case heard before a neutral arbitrator.

The Staffing Nightmare Only Gets Worse

Thanksgiving, Christmas and the holiday season are almost upon us. We all know what that means. Every aircraft will be full or nearly full. Delta's lack of staffing will become even more crushing, with injury rates going up. In some stations ramp agents are being asked to work flights by themselves. They are told, "Sorry, we have metrics we have to meet."

If there was a union at Delta, it could be different. Union safety committees would forbid the company from asking agents to work planes by themselves. They would fight for more hiring and more overtime to make sure they were enough people to do the job safely. And if injuries occur, which they undoubtedly will, union reps would be there to help guide workers through the OJI process and the Sedgwick tangle.

The Disappearing 40-Hour Line

We have all seen it. Our job bids are becoming more and more of a mess. A new bid comes out and the number of full-time lines has been reduced. If you are on the seniority bubble, you might be getting forced to a part time line. This means you are either getting another job or looking to pick up hours to make up the difference.

Could a union help with this?

Absolutely. A union contract could guarantee that a certain percentage of lines on a bid would be full time 40-hour lines.

While Delta workers don't have "sick time," they do have PPT that is mainly used for sick time or injuries. A few years ago, Delta changed the way workers accrued it. Originally, it was front-loaded into our hours bank at the beginning of the year. Now, we have to accrue it with a yearly cap of 56 hours. While the unionized carriers also have an accrual system, they are able to accrue between 80 and 96 hours per year, depending on the carrier. That is an extra week of sick time per year more than Delta workers have.

The union workers can also roll those hours over into a bank, with a maximum of 1,600 to 2,800 hours, depending on the contract. This means there is a potential for over a year's worth of sick time saved for when a worker is sick or hurt.



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