



# BLUE NOTES



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## It Pays to be Union

Worried about paying union dues? Here's a few facts. You don't pay anything in union dues until we vote on a contract and ratify it. Right now, unions in the airline and aerospace industry are racking up big wins and leaving us in the dust.

American Airlines workers recently ratified a two-year agreement. Here's some of the details. **At top scale, American Airlines ramp and cargo will make more than \$4,000 per year than Delta workers as of Jan. 1, 2025. The starting wage is more than \$2,000 per year. At step 10 of the pay scale, American Airlines workers will make over \$14,000 more per year. And all of this took just a little over one month to negotiate.**

Meanwhile over at Boeing, IAM members making Boeing aircraft are making bank. Here's the details of their four-year contract:

- **Wage increase:** A 43.65% compounded wage increase over the life of the contract, which is 38% before compounding.
- **401(k) match:** A 100% match on the first 8% of pay.
- **Ratification bonus:** A \$12,000 ratification bonus that can be received in a paycheck, contributed to a 401(k), or a combination of both.
- **Short-term disability insurance:** Improved short-term disability insurance.
- **Paid parental leave:** Added paid parental leave.
- **Medicare Advantage plan:** Eligibility for retirees for a post-65 Medicare Advantage plan.
- **COLA:** A cost-of-living adjustment will now apply to minimum rates in the wage scale. ■

## What Impact Will Trump's Election Have On Our Union Election?

We have received many questions about what Trump's election means for our ability to get a union. First, the laws governing a union election in the airline industry have not changed and are not likely to change for some time to come. We still need over half of our group systemwide to sign union cards to trigger an election.

Trump does get to appoint new members to the National Mediation Board (NMB) when current members' terms expire. The term of current Board member, Deidre Hamilton, who was appointed by President Biden, will expire on 7/1/2025. President Trump will likely appoint a new member to the NMB at that time.

On 7/1/2025, the Board's composition will change, and it will likely support the interests of airline and railroad management when they can. But the NMB cannot break the law and NMB rules to prevent a union election.

So, what could a pro-management Board do to make it harder for us to get a union election?

It could aid Delta by not granting potential challenges and objections to the list of eligible voters, if the IAM finds the voter eligibility list to be inaccurate. When we file for an election, the NMB will direct Delta to submit the list of eligible voters. Typically, but not always, airline and

railroad management will attempt to inflate the list by putting ineligible or management employees on the list. However, if such challenges and objections are justified by evidence, the Board will have no choice but to grant such appeals. Current law and NMB rules and procedures prevent the majority from doing whatever they want.

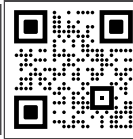
The fact is, if Delta workers submit the requisite amount of valid election authorization cards, which is at least 50 percent of the Ramp, Cargo and Tower classification in 46 locations across the United States, then the NMB will have no choice but to conduct a union election. ■

## What's Taking So Long To File?

This is another frequently asked question. Here's the short answer. We have 18,000 Delta employees in 45 locations who are part of the group that is eligible to vote in any union election. That means we need in excess of 9,000 valid cards. We get slowed by cards that are expiring and have to be resigned. We get slowed because workers that have signed cards quit, get fired, die or go to other job classifications. If we count all of our valid cards and all of the cards that have expired in the last year, we would have more than enough cards to file. This means that getting cards resigned is of paramount importance.

It also means that we need more people collecting cards. We need more people joining our committees. It means that we need you talking to your coworkers and getting them to sign cards, even if it is only one or two. This is the only way we will get to an election. Getting a union is not a spectator sport. If you would like to help, please click on this link and join your Delta coworkers in getting a voice and making our airline a better place to work. ■

Scan the QR code or visit  
[iamdelta.net/acard](http://iamdelta.net/acard)



## Shame on You

For those of you who know me you know I take my work ethic EXTREMELY personal. Well, it was questioned yesterday by management. Supposedly I have been performing poorly in my role of RTSM.

Shame on me for fighting for proper staff.

Shame on me for fighting for 40 hours.

Shame on me for wanting my team to go home the same way they came in.

Shame on me for trying to protect me and not the company.

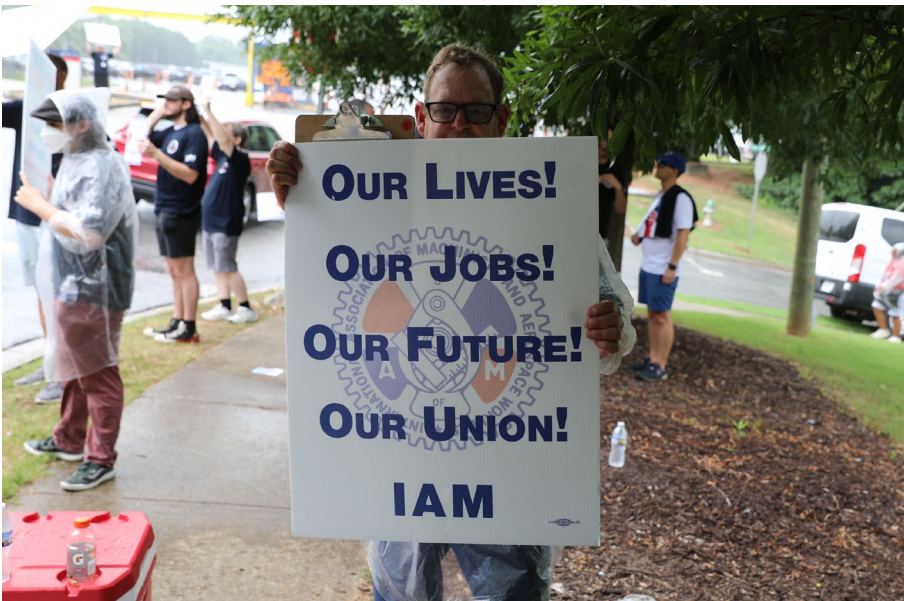
**PLEASE SIGN AN A CARD!!!**

## Insurance Rates Going Up

Did you know that UHC's CEO made \$23 million last year? Just in case you might be wondering why you are being asked to pay more for the same coverage. And please don't trust Delta's math. They said

insurance was going up between two and fifteen bucks per check. One Delta ramper just wrote us this, "Did the math on what I have being taken out of a check. Now, if I choose the same selection I currently

have, the price went up \$40 more per check. Almost \$1,000 more per year. That's literally eating away at our last raise for poor coverage. Delta does not think we're part of the family." ■



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[deltaworkersunite.org](http://deltaworkersunite.org)



### 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](http://iam4.me/deltastories)

