



BLUE NOTES

Weekly Newsletter

MARCH 22, 2024
ISSUE 37



IAMDelta.net

Does Delta Air Lines Lead the Industry in Pay?

Despite Delta being the most profitable U.S. airline, they do not lead the industry in pay. In high cost of living areas, Delta only leads the first two years but falls behind the rest of the 10.5-year pay scale. In stations like ATL, Delta lags behind all union carriers right

from the first paycheck. The average yearly loss in pay is between \$2,000-\$4,000 per year with the largest loss being \$10,764. **It all adds up to a total loss of over \$40,000 throughout the pay scale and \$120,000 over a 25-year career.**

No Set Attendance Policy At Delta

Delta currently keeps ramp employees under an attendance policy they call the "Reliability Policy." This means there are no approved number of occurrences, but rather it is up to your managers to decide. This means one employee could be terminated for two occurrences over six months because their manager doesn't like them, while another

employee could have 10 occurrences in three months, but keep their job because they are buddies with management. At union carriers, union reps make sure that company policies on absence and tardiness are enforced fairly, with written standards that everyone can follow.

OJI Pay?

At Delta, when you get injured on the job, you lose money. You get whatever the Workers' Compensation Pay is for the state you live in. Not so at unionized carriers, where the difference between Workers Comp and your regular pay is made up by the employer. Here is the contract language for the Southwest ramp:

"The Company will make up no less than the difference between the amount paid by Workers' Compensation and the amount the Employee would have earned (after tax withholding) if he had worked a regular shift."

20% Better? Not By a Long Shot

Delta makes it a point to brag about how they charge a 20% premium above and beyond the rest of our competition. Think about this for a second; If each ticket from ABC to XYZ is \$300, Delta is charging each of our passengers \$360 for this ticket! That's \$60 extra every single ticket!

IS OUR PAY 20% BETTER THAN OUR PEERS?

It's not, we're actually lagging.

IS OUR RETIREMENT PACKAGE 20% BETTER THAN OUR PEERS?

Lol. It's not, not by any stretch of the imagination!

ARE OUR WORK RULES SUPERIOR TO OTHERS IN THE INDUSTRY?

Not by ANY stretch of the imagination.

Listen, we should love our jobs. We should continue as we've done to put our best foot forward. Then MOST importantly, let's challenge these empty slogans to make sure employees are priority No. 1. Our profitability does not come from charity work. You, me and our peers deserve total respect for the work we reliably produce!

Money talks and the rest walks.

The Only Non-Union Volkswagen Plant in The World Just Filed To Go Union

Volkswagen workers in Chattanooga, Tenn., the only non-union VW plant in the world, filed a petition to join the United Auto Workers (UAW) on Monday after a supermajority of workers at the plant signed union authorization cards.

It is the first union election filing for the union since it launched a massive campaign

aimed at organizing 150,000 workers at non-unionized auto plants in the US in the wake of securing historic gains in their contracts at the big three US automakers, Ford, General Motors and Stellantis, last year.

**Come on Delta workers!
Let's join them! Sign a card!**

Profit Sharing at American Airline

Profit sharing at American is legally protected in their union contract. And it is the exact same formula as Delta. Here is what American Airlines had to say to their unionized employees:

“Since the ratification of your joint collective bargaining agreement in 2020, your profit sharing pool has been increased to 10% of American’s adjusted pre tax income up to \$2.5 billion and 20% of any pretax income in excess of \$2.5 billion.”

Did You Know?

Once we win our union election, the company can't take anything away from us. Whatever we have in the way of wages, benefits and work rules becomes the status quo until we negotiate our contract. This means nothing goes down. It also means that if the company tries to change things in bad ways, union reps can move to stop them. Of course the union would not stop Delta from improving anything, if they wanted.

This means that all of Delta's talk about losing profit sharing and losing flight benefits is fear mongering to try to persuade you that a union would be risky. The only risky thing is not having everything in writing in a legally binding contract that can't be changed.

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

