



BLUE NOTES

Weekly Newsletter

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IAMDelta.net

Delta Retirement Lags Far Behind

This comparison assumes three factors used when comparing Delta's vs United's plan: monthly payments over a 20-year retirement, 6% annual growth, and annual compounding. It is based on 2024 pay scales.

United contributes \$2.05 to your pension fund for each hour worked. Upon retirement, you will receive a monthly payment of \$89 per month for each year worked. For example, 10 years of work will receive \$890 each month in retirement. Add the progressive 401(k) match, ranging from 1%-4%, that United employees also receive and their retirement outpaces that of a Delta employee as well as provides more disposable income during the working years.

Years worked in 5 years increments (Min 10 years)	Delta 401(k) Max Match (3%+6%+6%)	United Pensions and 401(k)
10 years	\$433.11	890 + 59.09 = \$949.090
15	\$746.08	1,335 + 154.93 = \$1,489.93
20	\$1,256.90	2,225 + 311.83 = \$2,091.83
25	\$1,940.41	2,225 + 521.81 = \$2,746.81
30	\$2,881.40	2,670 + 802.88 = \$3,472.80

Bump Caps Required Only At Delta. Gotta Ask Your OSM Why.

As the temperatures rise once again for summer, it's a good time to remember that we're the only major carrier required to wear bump caps. Last summer it was stated by management that the unionized carries were also about to follow suit. Fast forward to a year later and not only are they not required, they're still not even being talked about as a requirement.

Personally, I'm all for making bump caps AVAILABLE if an employee chooses to wear one. However, I also believe there are added risks by REQUIRING them. People express

bumping their head more often with a bump cap than they did without. The sheer discomfort also gets the mind wandering off the task at hand and onto the discomfort associated with the cap.

Interestingly enough, unionized carriers DO NOT have language in their contract prohibiting bump caps. But what they DO have is a safety team independent from the company. While bump caps may provide financial benefits from required usage, I can tell you that I'd rather bump my head a hundred times rather than die from heat stroke once.

How Will Seasonal Employees Benefit By Joining a Union?

The first thing a seasonal employee should know is that your vote carries the same weight as someone who is part-time or full-time when it comes to voting up or down a union contract. This allows you an equal voice when employees are considering which issues to address.

One frustration from seasonal employees is related to scheduling. For many, this isn't their primary job. For others, they're looking to minimize the number of hours and length of time actually spent on the property. A union contract can allow you to define a starting date, and an end date to your "season." By defining it in a contract, it cannot be

adjusted without mutual agreement from BOTH the employee and management. If your agreed-upon "season" has ended, you can define terms allowing you to leave even if management pressures you to extend, without fear of retribution.

And of course seasonal employees benefit by being protected from arbitrary management decisions and discipline. As it stands now, without a union a Delta employee can be terminated for any reason or no reason. It's right in the Delta handbook. It's called being an "at will" employee. That means you serve at the company's will. A union gives you a series of legal rights regarding your job.

Delta Third-Rate, Third Party Health Insurance

A long-standing measure of someone's morality is how they treat the sick. Do you approach them with grace and understanding by providing adequate time to rest and heal? Do you remove as many roadblocks as possible to make getting the care they need easy? What about covering the cost of treatment if they struggle to stay ahead of the bills? Over the last three years, we have seen the morality of Delta, and their third-party healthcare in action.

It started after the open enrollment period of 2022. Less than six weeks after the first insurance card was mailed, another card arrived with one small change, where "United Healthcare" was replaced with "UMR," a subsidiary of United Healthcare (think of what DGS was to Delta). It wasn't just the card that changed, but entire plans and coverage.

The following three years have been filled with inconsistent, inadequate, and insulting coverage that created shocking stories. An employee with a chronic condition did not find out about the change until their Doctor's office called to inform them that they did not accept the new insurance and could no longer provide care. The employee had to find a new provider with availability and expertise in that condition and find it fast.

As of January 2024, a rescue inhaler needed for a worker's spouse was no longer covered which ended up becoming a \$300 out-of-pocket expense until a new solution could be found.

Countless employees have seen even their generic prescriptions skyrocket anywhere between 400% to 900%.

One child's inhaler suddenly costs over \$1,000 a month, requiring the worker and their family to find an option outside Delta's current healthcare.

A diabetic worker left a pharmacist in shock when they saw how much the employee still had to pay out of pocket for the needles they needed to stay alive. The pharmacist said it was the worst coverage they had seen.

Let's stop letting Delta and their third-party healthcare dictate how we can care for ourselves and our families. We deserve to have a say in our healthcare, what it covers, and what we pay, and with a union we would have that exact opportunity. We need morality back in our care.

Did You Know?

When we win our union vote, you don't pay a dime in union dues until a contract is voted on and approved by us.

Since members are very unlikely to approve any contract that didn't include substantial improvements in wages, benefits and working conditions, you don't start paying dues until you actually benefit from being in a union.

Currently we are not leading the airline industry in every category, but we deserve to be!

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

