



# BLUE NOTES

Weekly Newsletter

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IAMDelta.net

# Sometimes "Good Enough" Just Isn't Good Enough

Our performance metrics consistently lead the industry. In fact, our customers are willing to pay a premium for the product we reliably deliver. The result? Record profits. That's quite an achievement!

Delta is definitely industry-leading in the praise they offer verbally, but not in total compensation. Our pilots don't accept this disparity. Ed Bastian himself doesn't accept verbal praise as currency, so why should we?

We should love our job and continue to take pride in the product we deliver, but we should also demand the financial security we deserve. Industry leaders like us shouldn't settle for "good enough" compensation. Delta can afford to be industry-leading in pay, but they have made it clear that we must demand it first. Are you ready, I AM!

**SIGN YOUR CARD!**  
**JOIN THE MOVEMENT!**

## IAM Leadership, Member of Congress Join DTW Informational Picket

On Wednesday, June 5, Delta workers were joined by members IAM Air Transport Territory General Vice President Richie Johnsen, IAM Air Transport Chief of Staff Edison Fraser, and other IAM organizers, as well as members of the Ironworkers Union,

Detroit Fire Fighters, Detroit DSA, AFA. U.S. Rep. Rashida Tlaib (D-Mich.) also joined the informational picket outside the McNamara Terminal. DTW is on fire and pushing hard to make sure we get to a vote.

## FMLA Comparison

A worker recently contacted us with this story. He had been terminated for attendance. A good portion of the days he missed were because he was caring for his sick father, which is covered as a non-punishable absence by FMLA. The Company had approved some of his missed time with FMLA but not all. According to the law, all of his time should have been covered. After talking with some members of the organizing committee, he has filed a complaint with the U.S. Department of Labor (DOL), his state's

labor board and he has hired an attorney. His return is quite likely.

If he had a union, this never would have resulted in termination. His union steward, trained in FMLA statutes, would have notified the DOL and the Company that the law was being violated. The DOL would have contacted Delta and told them they were wrong before this got as far as it did. This is the type of comparison Delta will never talk about.

## Lightning Strikes

According to OSHA, 50 workers are killed every year by lightning strikes and many more survive, but are permanently disabled. NOAA, the national weather people, recommend workers stay inside until 30 minutes have passed since the last nearby strike.

I bring this up because we recently had severe weather at my station, with multiple close strikes. Management did not close the ramp until there was a strike on the ramp

itself, even though there had been lightning within three miles. When I asked my GM why it had taken so long to close the ramp, his reply dropped my jaw. He said that they had to take multiple factors into account like, how busy the ramp is and will we take delays. When I raised the idea that our safety should be the only consideration, he said, "Well, you know your profit sharing depends on good on time departures." Then he walked away. A union safety committee protects all of us from this type of thinking.

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OUR CHOICE**  
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**Union  
Busting is  
Disgusting**  
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ORGANIZING COMMITTEE  
**-CARD TODAY**

**DELTA  
WORKERS**  
**LET'S  
ORGANIZE  
AND FLY,  
TOGETHER**  
TH  
SIGN YO



# MSP Ramp Rally!

Pro-union Delta ramp, cargo and tower workers lined the street right outside the MSP employee parking lot on May 29. As workers came and left the lot, there was a steady blare of horns with workers showing their support. We were joined by AFA flight attendants, Uber/Lyft drivers fighting for a union and janitors and aircraft cleaners represented by SEIU Local 26. Minneapolis Ward 2 City Council Member, Robin Wonsley spoke to the crowd, offering the full support of the City Council.

The next day break room discussion was all about the union and the informational picket the day before. Several more ramp workers were motivated to join the organizing committee. MSP is hot to collect cards so we can get to a vote by fall. In the next two months, we expect to reach 80% of our group signing cards.



Scan the QR code or go to [iam4.me/delta-mpnews](https://iam4.me/delta-mpnews) to read more.



# Pensions and Retirement

IAM-represented employees at United enjoy a pension that helps guarantee a secure retirement. United contributes \$2.05 for every hour worked by a United/IAM employee. When compared at 10 years of service, the United worker gets \$890/month in pension and \$60 per month in 401(k) for a total of \$950 upon retirement. The Delta worker gets \$433 from their 401(k). A difference of over \$500 per month. At 30 years of service the United worker gets \$2670 from their pension and \$803 from their 401(k) for a total of \$3473, whereas the Delta gets \$2881 from their 401(k), a difference of over \$500 per month.

Despite Delta claims to the contrary, the IAM pension fund is in good shape. Several years ago the PBGC (federal agency in

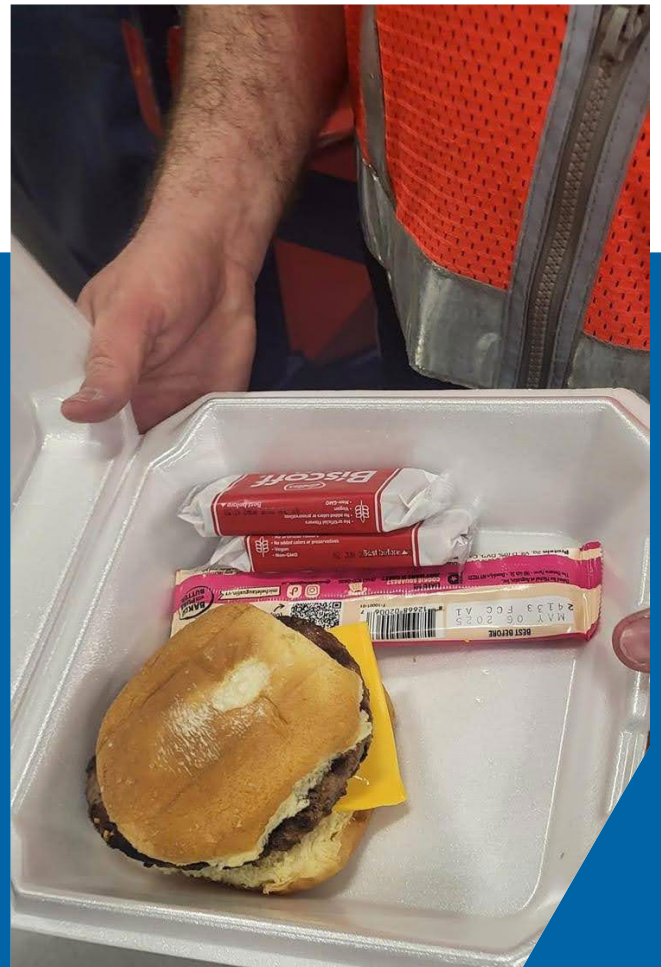
charge of pensions) changed their rules and bookkeeping system. This resulted in the IAM pension fund going from a green to a red rating. Since then the IAM fund has adopted a plan to return to a green rating by 2029. But the fund is in no danger of going under.

We find it funny that a company that froze their own pension fund and reduces that employee benefit by half due to a “social security offset” would criticize anyone. They also take up to half of injured, former Northwest workers pensions upon retirement to pay themselves back for workers comp settlements. This company uses every trick in the book to make money from their employees.

# Company Survey

Why is it that only 23.4% of our group has filled out the Delta Employee Survey? Could it be that when we do fill it out our concerns go unaddressed? Or that Delta says that we want something we don't. Or that when we actually try to use the open door about matters of importance to us, the door slams shut.

Or maybe it's because on June 5, Safety Day the company shows their appreciation of the industry leading job we do with this.



## WELCOME TO THE OPEN DOOR

We need a union and a contract, not a cold cheeseburger and Biscoffs.

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

