



BLUE NOTES

Weekly Newsletter

JUNE 21, 2024
ISSUE 50



IAMDelta.net

Delta Lags Far Behind in Retirement

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.

Years worked in 5 year increments (Min 10 years)	Delta 401(k) Max Match (3%+6%+6%)	United Pension 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	1,780 + 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

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.

Seasonal Pay: It's Not Fair

Because seasonal workers are paid by accumulated hours and not by years of service, it literally takes them a lifetime to climb up the pay scale. For example, to reach top scale would take over 27 years. By comparison, seasonals at unionized airlines go up the pay scale based on years of service, just like their full and part time permanent counterparts. A union contract could help correct this disparity at Delta.

Juneteenth

June 19, 1865, Juneteenth, was the day that Union troops and General Gordon Granger arrived in Galveston, Texas and announced that all enslaved people had been free since 1863. A man named William Neyland didn't inform those on his plantation until 1865, when a Black girl named Charlotte Brooke overheard a conversation Neyland was having with his wife. Brooke ran out and spread word throughout the plantation that slavery had ended.

Formerly enslaved people immediately sought to reunify families, establish schools, run for political office, push radical legislation and even sue slaveholders for compensation. Given the 200+ years of enslavement, such changes were nothing short of amazing. Not even a generation out of slavery, African Americans were inspired and empowered to transform their lives and their country.

The white, landed aristocracy of the South fought hard for the withdrawal of Union troops so they could destroy these gains. In 1877 they were successful and troops were withdrawn. This led to a decades-long struggle by Black workers and farmers, often in alliance with poor whites, to resist white ruling class terror. It took 90 years of heroic efforts by Black Americans to finally break the back of Jim Crow and racial

oppression. In many ways, the struggle for equality continues today.

Unions have been a key part of this fight. The all-Black Pullman Car Porters Union financed the Montgomery Bus Boycott of 1956. The Memphis sanitation workers strike of 1968 for unionization was a key part of destroying Jim Crow in the South. Unions like the UAW and AFSCME were at the forefront of the struggle for Black equality.

As workers at Delta who are fighting for the right to vote for a union and a voice, let's remember that one chapter in the long fight for racial equality in the U.S. started 159 years ago today.

Arbitrary Movement of Start Times

We just got a report from a smaller station that some of their start times were being moved more than 4 hours with little notice. For example, a 0900 start time was moved to 04:45, forcing a dramatic shift in these workers' lives. Work rules in a union contract could easily address these kinds of problems and stop the disruption of our lives because of management ineptitude.

Bump Caps and the Direct Relationship

A United, Southwest, American, and Delta employee each walked into a manager's office wearing a bump cap to exercise their "direct relationship."

...Just kidding, only the Delta employee was FORCED to wear a bump cap.

Sounds unfair, doesn't it. Unfortunately, the "direct relationship" is good for deciding between red and blue napkins at a company party, not for serious work rule issues like this. Somebody against representation is welcome to prove me wrong.

In the meantime, find yourself a union organizer and sign a card. Let's make our voices heard!

Bump Caps Part Two

Due to a recent OSHA rule change, a union rep can now accompany an OSHA rep when they do safety inspections, even at non-union companies like Delta. We are looking into arranging that for some high temp stations like ATL, PHX and AUS.

Despite Delta's claims to the contrary, bump caps can represent a danger to workers that must perform their job in high temperature situations. In a leaflet distributed by the National Athletic Trainers Association and posted on Delta sites, they recommend removing bump caps at the first sign of heat illness. Clearly bump caps help to raise core body temps in hot weather. The leaflet also states that exertional heat stroke is one of the top three killers of workers in extreme conditions.

So why is Delta so intent on forcing the use of bump caps on us? We believe there is one reason. Insurance premiums must go down with a reduction in head injuries. But is reduced insurance premiums really worth the loss of even one life due to heat stroke? Delta, workers are trying to use the "direct relationship" to let you know that it is not.

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

