



# BLUE NOTES

Weekly Newsletter

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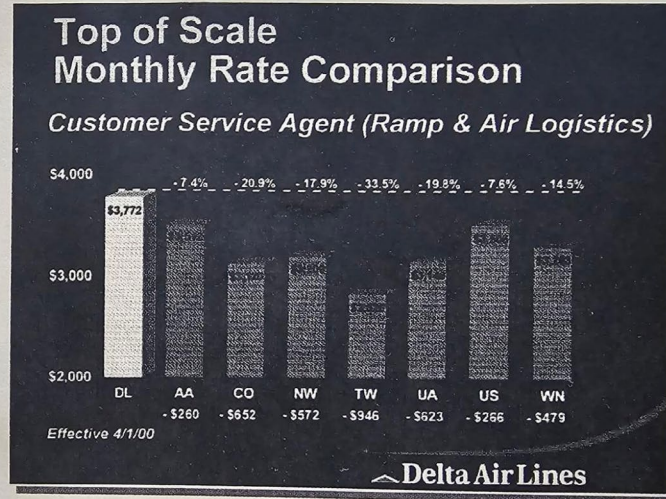


[IAMDelta.net](http://IAMDelta.net)

**A:** Lem Wimbish and his leadership team will examine the operational needs, before deciding how that will be handled.

**Q:** *If a person decides to take early retirement and decides to turn in a ballot to vote for a union will that vote still count?*

**A:** Yes it will count. However, anything that could hurt the company could adversely affect retirees as well. Right now Delta has the flexibility to work through issues without third party intervention.



## It's Time For Delta To Lead The Industry

At Southwest, IAM/TWU represented employees enjoy higher compensation than Delta employees. Delta used to include Southwest in our "competitive set," claiming our compensation led the industry, even surpassing Southwest. Now they don't.

So, what's changed?

Southwest still operates only 737s, primarily flies domestic routes, and runs a point-to-point system instead of hub-and-spoke. The real difference is that Southwest employees have negotiated higher pay through their

IAM/TWU union representation. Instead of increasing our compensation to surpass Southwest, Delta simply removed them from our competitive set.

Doing things Delta's way without a union means accepting lower compensation and admitting we're not the best compensated in the industry. For employees who consistently deliver industry-leading profits, we deserve better. Since Delta refuses to offer it, we need to demand it.

Sisters and brothers, it's time to sign.

## Big Shareholders Vote to Allow Interference to Continue

At the June 20 Delta shareholders meeting, hedge funds and investment bankers (Wall Street) who hold large amounts of Delta stock voted against a resolution that would have kept management from interfering in our efforts to get a union vote. Twenty-four percent of shareholders voted for the proposal.

You might ask why such a heavy percentage are against workers having a vote for or against a union. They fear that workers would likely vote for a union. That in turn

would give workers a seat at the table (just like the pilots) and much more power. With more power Delta workers would demand industry leading compensation, benefits, health insurance, work rules and working conditions. This could mean a lower rate of return on investment. Big stockholders have made it clear to Delta that they want more not less. Fortunately for us, even with management interference we are collecting large numbers of cards every week and headed toward the finish line.

## PTO/Sick Hours

	Delta	American	United	Southwest
PTO/Sick Hours	56	80	96	96



# Delta Workers in DTW Display Their Union Signs Proudly





## Once We Are Union, Who Negotiates Our Contract?

Negotiators are elected by union members. They must come from the rank and file. We, the Delta ramp, cargo and tower workers, decide who we have sitting at the negotiating table. Of course, they are assisted by IAM legal representatives and accountants who have a wealth of experience at helping negotiate contracts.

Before negotiations begin the union sends out a survey to members to help determine

which issues are most important to all of us. We then elect delegates to a contract proposal convention to order priorities and get them ready for actual negotiations. Elected negotiators visit break rooms and lunch rooms during negotiations to report progress and discuss issues that may have arisen. IAM airline union contract negotiations are measured in months, not years. Ask yourself, how does that compare to the “direct relationship” we have now?

## Bump Caps

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 this wrong.

## Short Staffing is a Business Decision

Across the system staffing is one of the issues that's driving people to sign union cards and get involved in the campaign. Several days ago, ALAs at MSP were called into a meeting where station management explained that there would be no more staffing for the summer. Appearing to be frustrated by this, one OSM said that he didn't know what the answer was. ALAs then began shouting, "Union, union!" The meeting came to an abrupt end.

Staffing is a huge issue for Delta because our labor and associated labor costs are where profit and return on investment are derived.

Wall Street has made it clear they want a higher rate of return on their investment at Delta. Having bare minimum staffing levels is one way to produce that rate of return.

Ramp and cargo workers have a huge issue around staffing as well. It means more destruction of our bodies, no energy left at the end of the day to spend with family, and more dangerous conditions as we are pushed to the edge. A union, a union safety committee and a united workforce could address staffing shortages. Sign your union card!

## 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)

