



BLUE NOTES

Weekly Newsletter

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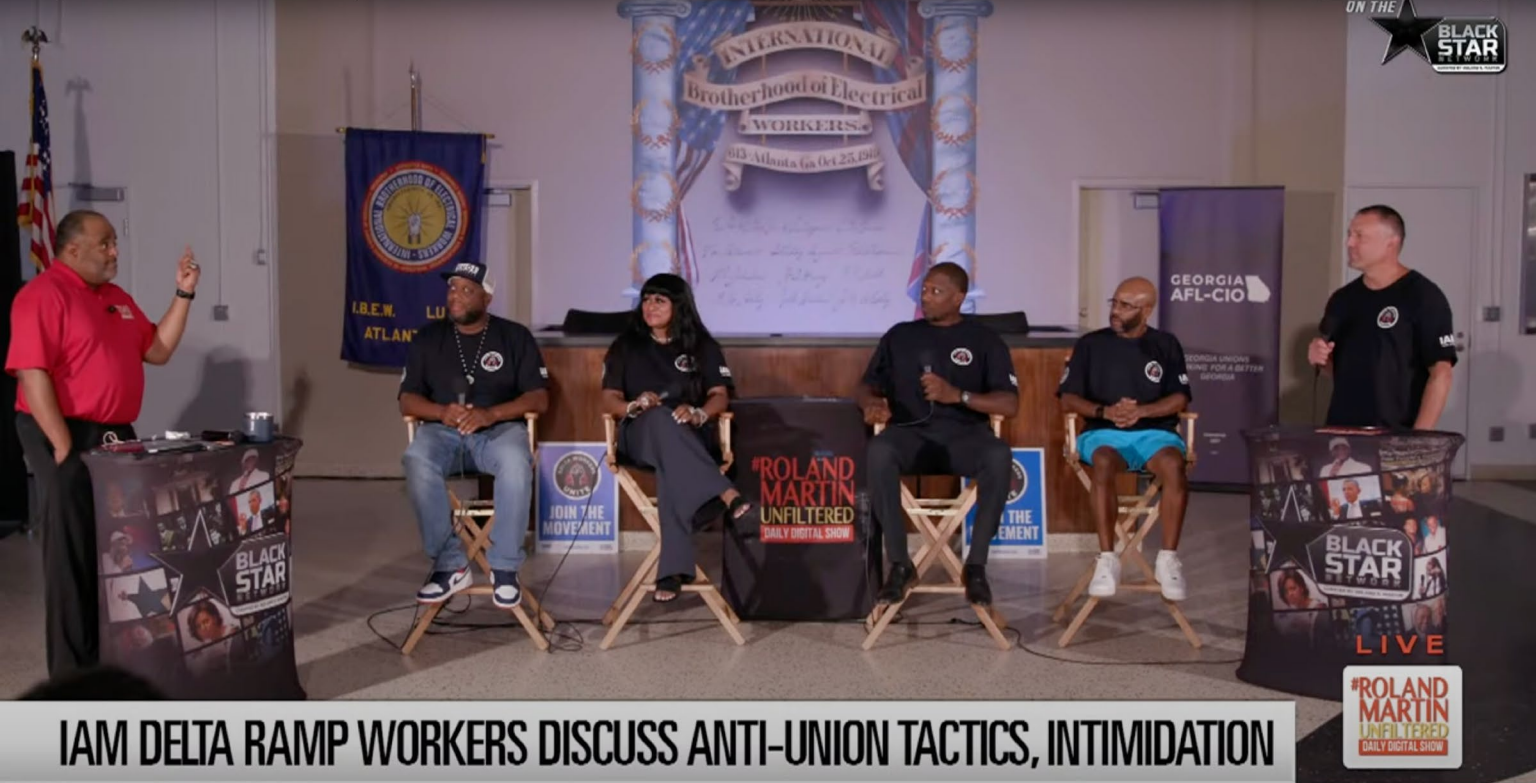
IAMDelta.net

We Have Enough Cards Right Now

Several hundred Delta ramp workers, Delta flight attendants, union members and community members filled the seats at the IBEW Hall near downtown Atlanta on the evening of Thursday, July 18. The occasion was a special edition of the Roland Martin Unfiltered Show devoted to a discussion of the Delta union campaigns. Nearly 1.5 million people subscribe to the show.

The first part of the show was devoted to a one-on-one discussion with Roland Martin and IAM leader Richie Johnsen. Johnsen described the enormity of the task and the obstacles faced simply to get to an election at Delta, a ferociously anti-union corporation.

“If Delta workers’ cards asking for an election were good for two years, we would file for an election next week,” said Johnsen. “Unfortunately, they are only good for one year. What this means is that if all those workers who have signed a card since November of 2022 were to resign their cards, we could file. In the coming weeks we are going to be getting those re-signs as well as cards from a bunch of workers who have never signed. We have never been closer to an election. This is in spite of the fact that Delta has spent millions on anti-union lawyers and consultants to try to deny their workers even the right to vote on whether to have a union or not.”



IAM DELTA RAMP WORKERS DISCUSS ANTI-UNION TACTICS, INTIMIDATION

Delta Workers Shine on Roland Martin Stage

After Martin finished talking with Richie Johnsen, he brought Delta workers Earl Hunt from PHL, Gameli Appiah and Flex McGhee from ATL and MSP workers Amanda Goodman Berry and Dan McCurdy on stage to describe the central role of ramp agents in delivering on-time performance, customer satisfaction and airline safety as well as the challenges of being a pro-union Delta worker. All of them described a

surge in card signing due to short staffing, faulty equipment, management arrogance, workers feeling abandoned by their employer and a feeling that they were not sharing in the success of the company. They expressed frustration over the fact that Delta is trying to stop them from even having a union vote. Martin said he was open to having more shows devoted to our union campaign.



Rally in ATL

More than 100 Delta workers and supporters from other unions and community groups gathered at the Delta Employee World Lot on Wednesday, July 17 to show support for unionizing the ramp, cargo and tower. They

were met with honks, smiles and waves from Delta workers driving in and out of the lot. Across the airport and the Atlanta community support is growing, pushing us much closer to an election.

IAM Leader To Bastain: Scrap the Cap

Delta's bump cap policy is a hazard for Delta workers. Because the issue is so serious, IAM Air Transport Territory General Vice President Richie Johnsen wrote a letter to Delta CEO Ed Bastian in an effort to protect Delta workers. Here is a portion of that letter:

“Mr. Bastian, as you are aware, I am the General Vice President of Air Transport for the IAM, and we represent United's Fleet Service employees. We are regularly in direct communication with United to address

safety issues that affect IAM members at the carrier. Not once has United raised the idea of implementing a mandatory bump cap policy. In fact, we at the IAM would have serious concerns about such a policy being required for any of our represented employees.”

To read the full letter, visit
iam4.me/bumpcapsletter
or scan the QR code



Bump Cap Challenge to Ed

Hey Ed, the next time you are playing golf on a hot, humid day with your friends in ATL, try wearing what we wear at work for the whole day. Try wearing a thin plastic helmet on your head and see what you feel like, after even just 4 hours on the course.

Meltdown #1

As this meltdown debacle continues with no end in sight, an additional concern is that it's an extremely costly financial mistake. For us, as Delta employees, we're forced to rely on profit sharing to "catch us up" to the rest of the industry. Overlooking a major tech issue like this will affect each one of us financially. While we, as baggage handlers, can't be the ones who avoid missteps like this, what we can do is negotiate industry-leading pay up front. If our highly paid executives and salary workers make another mistake going forward, it wouldn't be as direct of a hit to our pocketbook.

It's time to join the movement. Your co-workers are!
Sign a card!

Meltdown #2

Today is a good example of why mandatory overtime will exist. You might have some kind of event that no one can plan for. But you should at least get paid 1.5x (if not more) for mandatory OT for any time past your shift, regardless if you are full time, part time or a seasonal employee. An employee with a 24 hour line, that is 6 hour shifts and 3 RDOs, will have to work 10 total hours today before actually getting paid 1.5x for

OT. Same is for a 32 hour line. Those shifts are usually 8 hours in length, but due to the 3 RDOs, those people will also have to work 10 hours prior to getting 1.5x OT.

On the next page is the union contract language for the ramp at SW. Notice especially the last two points, points 4 and 5. Double time for any mandatory overtime. This is what a union contract could do for us.

ARTICLE SEVEN OVERTIME

- A. **Computation.** For pay purposes, the overtime rate of time and one-half shall be computed on an actual minute basis adjusted to the nearest tenth (1/10) of an hour, with a minimum of three quarters (3/4) hour overtime. If an Employee elects to waive the requirements for the minimum three quarters (3/4) hour overtime, he may do so if approval is obtained from a supervisor. For the purpose of this Article only, it is expressly understood and agreed that a part-time Employee's seniority shall be the date he was placed in the classification in which he is working.
- B. **Time and One-half.** Employees shall be paid an hourly rate of time and one-half for:
1. **First 4 Hours.** The first four (4) hours worked either prior to or after an Employee's regular shift.
 2. **First 8 Hours.** The first eight (8) hours worked on one of the two regularly scheduled days off.
- C. **Double-time.** Employees shall be paid an hourly rate of double-time for:
1. **Excess of 8 Hours Overtime.** All hours in excess of the first eight (8) hours worked on one of the two regularly scheduled days off each work week.
 2. **Second Scheduled Day Off.** For all time worked on the second regularly scheduled day off in a work week, if a minimum of four (4) hours overtime on the first day off was also worked.
 3. **Excess of 12 Hours.** For all time worked in excess of twelve (12) hours in any work day.
 4. For all time worked due to mandatory overtime assignments.
 5. **For an Employee who works another Employee's mandatory overtime assignment.**

One more reason to sign a card and vote union. At least you have a say about your

employment conditions and what things are worth negotiating for.

What Delta Doesn't Want You to Know

Watch More Perfect Union, an independent, nonprofit newsroom, interview Delta ramp and cargo workers as they discuss brutal working conditions and being on the verge of a union victory.



Scan the QR code or visit
iam4.me/moreperfectunion



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

