



# BLUE NOTES

Weekly Newsletter

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IAMDelta.net

# Substance Abuse: Alcohol, Pills, Drugs

Nobody wants to work with an employee who is under the influence while at work. It's a dangerous job, and our minds need to be focused. If someone has a problem, there are two approaches:

1. **\*No Union Option\*** - An employee is suspected of being under the influence while at work. Employees report this to the company, and if it turns out to be true, they watch this employee get terminated. Alternatively, they might let it go because they don't want to jeopardize this employee's career. Neither option is good.
2. **\*Union Option\*** - A coworker reports the suspected worker to a union. The union rep calls this employee into their office without reporting them to the company and investigates. If it's true that this employee has a problem, the union helps them through an assistance program. They follow up by informing the company that this employee will be using FMLA to get the help they need. A career is saved, and the employee receives the necessary help.

From what we've witnessed, Delta uses the term "family" way too loosely. We don't usually watch our biological families turn their back and throw someone out if they experience tough times, like Delta is quick to do. Most families would lend a hand and pick them up. When we unionize, we'll all have someone in our corner advocating for us.

Hands down, the unionized approach is better.

## This Is Solidarity

"Someone told me how I don't need to worry since I am one of the top seniority seasonal agents at our station. I think it is important to stand up for your co-workers and speak out against policies that are flat out unethical and wrong. Work rules should be clear, defined and fair. It should not matter if you have 40 years with the company or just signed the new hire paperwork yesterday."

# Navigating FMLA With a Union and Without

1. **\*No Union Option\*** - An employee calls in sick and tells the admin. they can't come in because of really bad bronchitis. They are out for 4 days, including one of their days off. They go to the doctor and get a prescription for antibiotics and an inhaler. Combined with 2 other occurrences, the OSM writes them up for attendance issues when they return. The employee isn't happy but does not know that this absence actually qualifies for FMLA and therefore can not be used against them.
2. **\*Union Option\*** - The same employee brings their union rep with them when they are called into the office. Because of their training, the union rep immediately recognizes this is a qualifying FMLA event - four days when the employee is unable to work because of bronchitis and a continuing regimen of treatment (antibiotics and inhaler). The OSM still writes the employee up. The union rep calls the local Department of Labor office and asks the office to email the OSM and explain the law to them. The email is sent and the OSM reneges. No written warning is issued.

Hands down, the unionized approach is better.

## PTO/SICK TIME

	Delta	American	United	Southwest
<b>PTO/Sick Hours</b>	56	80	96	96

## VACATION

Vacation Weeks	Delta	American	United	Southwest	Hawaiian
<b>1w</b>	Prorated		Prorated	Prorated	
<b>2w</b>	Year 1	Year 1	Year 1	Year 2	Year 1
<b>3w</b>	Year 5	Year 4	Year 9	Year 5	Year 5
<b>4w</b>	Year 11	Year 11	Year 16	Year 10	Year 11
<b>5w</b>	Year 20	Year 17	Year 24	Year 18	Year 18
<b>6w</b>		Year 24	Year 29		Year 24
<b>7w</b>					Year 30

## More on Our Meltdown

*Written while Meltdown was still in progress:* 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.

## Delta vs CrowdStrike

Ed threatens to sue CrowdStrike for the Meltdown. CrowdStrike claps back. They contacted Ed to offer help, but no response. They offered onsite support but told it was not needed. Meanwhile Ed jets off to Paris. Payout from CrowdStrike is limited to the single digit millions by contract. CrowdStrike states how they are not responsible for Delta's IT decisions or response to the outage. The proof that the problem lies with Delta corporate leaders is in the fact that all other airlines affected by the outage recovered within a day or two. One more example of narrative spin.

Why wasn't your profit sharing as high as you thought it'd be? Why were your raises delayed or smaller than hoped? Why isn't there sufficient staffing on the ramp? Why have full time lines been cut when we are told it isn't happening?

CrowdStrike will win in court due to its contract. Employees will win when they finally have a contract and a voice too. Ed Fled.

## 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)

