



# BLUE NOTES



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## Fall/Winter Job Bids

All across the system, the new job bids are causing anger. Some of the anger comes from more senior workers who are being forced to part time lines because of a reduction in 40 hour lines. "It's like they want to destroy this as a full-time job for those of us who want that," said one worker in MSP.

Part of the anger comes from workers who consider Delta their second job, workers who were depending on being able to hold a line where they only had to work three or four days per week. This would enable them to work at Delta and their main place of employment. Some are having to quit Delta because they can only hold a line that is four hours, five days a week.

Another source of anger comes from seasonals who are having their seasonal employment cut short

because "Delta is over budget for staffing." This is in spite of the fact that stations are already very short staffed. Still others are being called back early because the station is so short staffed that operations would become impossible without them.

How could a union help all this? Contract language. When we negotiate our contract we can have language that will require a certain percentage of full time and part time lines each bid, thus providing more stability. We can require the company to have a certain percentage of 20, 24 and 32 hour lines. We can also install provisions to ensure that seasonals are given reasonable notice of changes to their start or end date of season. Unionized airlines have similar language in their contracts right now.

## Comparisons

We have a useful new tool for folks to use when talking to their coworkers about the benefits of a union. It's also useful for those who are still thinking about whether having a union is right for them. There are comparisons between unionized carriers and Delta for wages, retirement, health insurance and more.

Scan the QR code or visit [iam4.me/compare-delta](http://iam4.me/compare-delta)



## Work Rules Mean Money in Your Pocket

Work rules that are voted on by you and established and enforced by your union can put **thousands of dollars per year into our pockets**. The contracts for United, American, and Southwest include things that do not exist for Delta workers. Three of these are Off-Scheduled Lunches (OSL), short hours, and different mandatory OT guidelines.

In the American contract, there are guidelines that your lunch should fall between the third and fifth hours of your shift. If it does not, you will receive an **extra thirty minutes of pay at time-and-a-half**. For many workers at American this adds up to **\$2,000 - \$3,000 per year**. The Southwest contract not only has guidelines if a lunch

doesn't fall within certain hours, they also receive two hours of extra pay if they do not receive a lunch at all. How often is your lunch at the beginning or end of your shift, or not at all? **If it happens two or three times every week, that is thousands of dollars added to your paycheck each year.**

There are times when a worker needs to stay an extra five or ten minutes after their shift to meet an inbound or walk out an outbound. In the Northwest contract, for example, if you stayed more than a few minutes to complete a task, you would receive a full extra hour of pay, regardless of when you punched out. **An extra hour of pay for five minutes of work is a fantastic deal for the worker.**

Another way Delta workers are losing money is when they are held for mandatory overtime. We all have experienced it, either during IROPs, software outages, or scheduling issues. What union contracts have, like the one at Southwest, is the language that pays any mandatory overtime at double time. Doesn't matter if you work 40 hours a week or 20. **Any time you have a mandatory holdover, you are paid double your hourly rate.**

*With these three additions alone your union dues would be paid for three or four times over.*

## Boeing On Strike

Since Friday, September 13 some 33,000 Boeing workers have been on strike in Washington, Oregon and California. Although the tentative agreement included a 25% wage increase and a guarantee that the next Boeing aircraft would be built by IAM members, workers still voted it down by 97%. They also voted to strike by 94%. Workers demanded a 40% wage increase,

a return of their pension and better health insurance. Boeing workers' strong and unified stance means that the strike will likely result in big gains. It is also a demonstration of the democracy and voice that having a union means. They were given the chance to shape demands, vote and take action on their own behalf. We can have the same.

If you would like to show support for Boeing workers, you can use this link to sign a solidarity pledge and demand the company deliver a contract offer that workers are happy with and one they deserve.

Scan the QR code or visit  
[iam4.me/boeing-petition](https://iam4.me/boeing-petition)



## There is Power in a Union

Members of Teamsters Local 38 working at Rubatino Recycling in Everett, Washington, have ratified a groundbreaking contract, **winning a 41% wage increase and a 52.5% pension increase.**

"We made it clear to the company from the start that we wouldn't settle for anything less than a record-breaking

contract. We took our proposal to management and refused to take no for an answer. Our strength and unity at the bargaining table sent a powerful message and forced the company to meet all our demands," said Lisa Tarsi, a worker at Rubatino Recycling and a Local 38 shop steward.

## PSA Airlines Stock Clerks Choose IAM

Approximately 150 stock clerks at PSA Airlines have overwhelmingly voted to join the IAM. PSA Airlines is part of the American Airlines Group, operating over 500 daily flights on behalf of American Airlines. The IAM continues to grow its membership in the air transport industry, and this election marks a significant step forward in strengthening worker representation.



### 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)

