



BLUE NOTES



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IAMDelta.net

Can You Really Afford To Be Without A Union?

At top scale, American Airlines ramp and cargo will make more than \$4,000 per year than Delta workers as of Jan. 1, 2025. The starting wage is more than \$2,000 per year. At step 10 of the pay scale, American Airlines workers will make over \$14,000 more per year. And all of this took just a little over one month to negotiate. But there's only one way for us to get there. Sign a card so we can have an election. ■

Dock Workers Are Going to The Bank

All it took was one day on the picket line for longshoremen to be offered a 62% raise over six years. 45,000 of them used their collective voices to tell the shipping bosses their offer was not enough. Airline workers and Delta workers have real power but can't unleash that power without an organization, a union. Without organization each worker is on their own against a very powerful corporation. Let's get a voice!. ■

New Arrival Procedure

Well, so much for the open door policy. Without any consultation with those who are experts in ramp safety (that would be us, ramp agents and ALAs) the safety "experts" at corporate have imposed a new arrival procedure. If you have worked on the ramp for even just a few weeks, you know that walking behind engines is a bad idea, especially on certain aircraft like 757s. Good chance you will end up like a tumbleweed.

This is similar to the bump caps (potentially dangerous and definitely uncomfortable in the summer) that corporate safety "experts" are convinced are worth the risk of heat

stroke and exhaustion. Interestingly, no union carriers require the use of bump caps.

At union carriers every hub has a union safety committee and every station has at least one union safety rep. On the system wide level union safety reps meet with the company to discuss changes to safety procedures before they are implemented. Workers have an actual voice in determining safety policy. Not like at Delta, where it's their way or the highway, and possible discipline for not following what they say. If you feel unsafe with Delta's new procedure, here's a link to the OSHA hotline: [osha.gov/report](https://www.osha.gov/report) ■

Feeling Frustrated About Staffing

Let me tell you about my station yesterday. We worked a 25 flight mid shift operation with only seven people and basically one ALA. And today basically the same and my crew is a two-man crew for five turns and whatever terminators we get during the night. People are quitting left and right most of the time because of the working conditions we have to deal with. I don't blame them!

You just get the following...

"you GuYs ArE DOinG a GrEaT JoB"

"THanK yOu fOR GeTTinG tHoSe AiRplaNes OuT"

Not having a voice and a Union is MURDERING US!

The voice of frustration! ■

Deicing in ATL Getting Outsourced

Two years ago, 30% of deicing in ATL was vendored out to IDS. The next year, the winter of 2023, more work went to IDS. This winter, 100% of Delta's deicing will go to IDS. Some might say, "Who really cares? It's ATL. How much deicing can there really

be? Because of frost freeze and occasional ice and snow storms, deice is actually a substantial part of ATL ops. Approximately 500 deicing positions will go away. Those positions can mean better days off, more choices for shifts and deicing is work that

can keep your body from breaking down. If this kind of contracting out of our work can happen in ATL, it can happen anywhere. A union and a contract can protect you from contracting out of our work. ■

Southwest Airlines

Southwest Airlines seems to be undergoing a significant leadership change. Elliott Management Investment is aiming to take more control of the airline and it's unclear exactly what that means for union workers on the ramp, ticketing or reservations. We do know that the TWU which represents workers on the ramp has already met with the new group and the current Southwest leadership to make it clear that the TWU expects all provisions of their contract to be honored. If a similar thing were to happen at Delta, which certainly is not unheard of in the airline industry, we would have no voice. We would simply be at the whims of whatever hedge fund put us in play.

On the ramp in ATL, Southwest has already announced a reduced schedule, which will mean reductions to the workforce. Southwest workers have far more legally guaranteed protections than Delta workers would in a similar situation. The key words here are "legally guaranteed protections". Here are some of them.

1. The right to exercise your seniority anywhere in the system, if you are furloughed at your station.
2. The right to take a furlough with up to five years of recall rights at your station.

3. The right to take severance pay of up to 16 weeks of pay.
4. The right to have the company pay for all your moving expenses, if you choose to go to another station.
5. The right to full transparency from the company as to where your seniority can be used (which stations).
6. **Remember, at Delta, you have no guaranteed rights. ■**

What You Lose By Not Having OJI Pay

Full time worker w/ 5.5 years seniority	Typical hours worked x \$24.42/hour	Workers Comp Payment (60%)	Loss without OJI leave pay
Out on OJI for 1 Year	\$50,793.60	\$30,476.16	-\$20,317.44
6 Months	\$25,396.80	\$15,238.08	-\$10,158.72
1 Month	\$3,907.20	\$2,344.32	-\$1,562.88
1 Week	\$976.80	\$586.08	-\$390.72



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iamdelta.net
deltaworkersunite.org



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

