



# BLUE NOTES



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## Delta Flight Attendants Close to Filing For Union Election

According to the online airline news outfit, Paddle Your Own Kanoo, 28,000 Delta flight attendants may be only weeks away from filing for a union representation election. We also spoke to flight attendants in terminals across the system who said there is a big push right now.

This could be a huge boost for our campaign as well. Imagine 18,000 ramp, cargo and tower workers joining with 28,000 flight attendants to push for unionization. In MSP, we will be holding a joint rally with the flight attendants on Martin Luther King Jr. Day to show our strength together. We strongly encourage other hubs to think about something similar. ■

## What's Taking So Long?

Delta workers who are collecting cards get asked that question at least three times a day. Here's the short answer.

1. It's a massive task. Getting over 9,000 union cards signed in a year from 18,000 workers in 45 different locations ain't easy.
2. Right now, expired cards are holding us back. We have around 6,700 current cards and another 2,700 expired cards. If we get those expired cards resigned we are at an election.
3. That means a couple of things. First, everyone reading this needs to make sure their own card is current. We had someone ask why it was taking so long, but their own

card had expired. If in doubt, sign a card and send it in or get it to an organizer in your station. We will be creating a QR code that will make it easy for you to check if your card is current if we have your number or email.

4. It also means that we need everyone reading this to ask their coworkers to resign or sign a new card if they haven't signed yet. This only happens if people step up. Nobody is coming to save us but us. Please quit waiting. Please step up. ■

If you would like to help, contact us at [iamdelta.net/get-involved](https://iamdelta.net/get-involved)



## Ed Bastian Said What?

According to the aviation blog, Aviation A2Z, "Bastian remains optimistic about 2025 and beyond due to the re-election of the Trump administration. There is renewed hope that the airline industry will be easier to operate in, with lesser regulatory requirements as compared to the system under Biden as well as rules that will be more favorable to airlines than customers."

Think about that statement, "rules that will be more favorable to airlines than customers." That means Ed wants to make it harder for customers to be compensated when Delta messes up. Why? Because doing right by the passenger can be expensive. Think about the CrowdStrike meltdown, caused by outdated Delta technology. Ed's main concern is for the big shareholders, the hedge funds, the private equity funds. If Ed regards the passengers this way, how do you suppose he feels about us?

The pilots don't have to worry about Ed's good will or that of the hedge funds. They have power because they are unionized. If Ed doesn't deal fairly with them, there can be real consequences. Ramp, cargo and tower workers at unionized airlines like Southwest, United and American don't have to worry about their owners' goodwill because they have collective power in their union. ■

# OJI Pay: Union Workers Get It, You Don't

Years Worked	Monthly payments over 20 years Delta 401k	Monthly payments over 20 years United pension + 401k
10	\$433.11	\$949.09
15	\$746.08	\$1,489.93
20	\$1,256.90	\$2,091.83
25	\$1,940.41	\$2,746.81
30	\$2,881.40	\$3,472.80

Here is a table that assumes a full 401k contribution and match, average 6% growth year over year, and a 20-year retirement. These are the monthly payments that could be expected for a worker from Delta and United.

## Changes For Seasonals

For the seasonal agents, our SVP of ACS recently sent a memo outlining changes to the seasonal program. They are as follows:

- Minimum of 30 day notice for recalls. Short notice recalls are only for emergencies and they have to provide flexibility in returning if that is the case.
- Seasonal agents won't work year round.
- They want you to commit to working your schedule during your activation period (eg: not giving away shifts).
- Increase the minimum required annual hours (if activated in the year) from 150 to 200 to account for training.

Some of these are common sense. Some of these are loosely defined such that local leaders will still have enough leeway to do what they want. You might not work year round, but they could schedule you 20 hours per week for all 800 hours, which is around nine months. If you bring up what a normal seasonal job entails, they'll reply that six months isn't year round either.

All of these changes come without the company actually providing any increases in seasonal agent compensation or working conditions. It'll still take about 20 years to top out if you work your maximum hours every year. They say it is for additional

training but I have never had any additional training apart from the usual AQT I do every year.

Why not have a say in your employment and working conditions? How about seasonal agents work an actual seasonal job and aren't used to replace full time lines and intermittent OT needs that are incredibly beneficial to the benefited employees?

Both seasonal and benefited employees can work together to build a better Delta that meets all of our needs by simply signing a card and voting union. ■

## Retirement Comparison: Delta vs. United

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



### 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](http://iam4.me/deltastories)

