



BLUE NOTES



JANUARY 10, 2025 | ISSUE 67

IAMDelta.net · DeltaWorkersUnite.org

Delta Workers Unite: The Working Class Podcast

Every Monday at 6 p.m. ET, Delta ramp and cargo workers produce and broadcast their own podcast. You can find it on YouTube under the name **Delta Workers Unite: The Working Class Podcast**. If you miss the live broadcast, you can also find it on IAM Delta Workers Unite and Delta Workers Unite on Facebook or DeltaWorkersUnite.org.

Each week, hosts Stedman Frye (DTW), Amanda Goodman Berry (MSP) and Flex MaGhee (ATL) counter Delta management

propaganda and bring on guests from around the system. Future episodes will have unionized Delta ramp workers from Canada to bust some of the myths that Delta corporate has been spreading about losing flight benefits and profit sharing if we choose to go union. You'll also learn that contract negotiations in Canada took only five months, as opposed to the years that Delta says negotiations will take. At the end of five months, Delta workers were

the highest (industry-leading) paid airline workers in Canada.

They will also check in with Delta flight attendants who are pushing toward an election to find out how their campaign is going and how we can help each other. Leaders of the IAM will also make appearances so they can explain our election process and things like union dues. ■

Ramp Pay Comparison

Pay Scale Steps	Delta	United	American	Southwest
Starting	\$19.00	\$19.07	\$20.03	\$19.45
6 months	\$19.20	\$19.72	\$20.03	\$19.45
Step 1	\$19.40	\$19.72	\$20.72	\$20.11
Step 2	\$20.00	\$20.66	\$21.71	\$21.07
Step 3	\$20.80	\$21.51	\$22.60	\$21.94
Step 4	\$21.75	\$22.66	\$23.81	\$23.11
Step 5	\$22.71	\$24.36	\$25.59	\$24.85
Step 6	\$24.42	\$25.52	\$26.81	\$26.03
Step 7	\$26.39	\$26.68	\$28.03	\$27.21
Step 8	\$27.87	\$28.18	\$29.61	\$28.74
Step 9	\$29.55	\$30.17	\$31.70	\$30.77
Step 10	\$31.91	\$36.08	\$39.14	\$38.00
Top of Scale	\$37.02	\$36.72	\$39.14	\$38.00

Note: United is in negotiations.

Contracting Out: Scope Language

We have heard from some of you in smaller stations that you are worried your station will be contracted out if we vote for a union. Here's some food for thought: In 2024, Delta contracted out deicing in ATL.

How could a union have helped? In all IAM airline union contracts, "scope" language defines what work belongs to union members. For example, **things like deicing could be defined as union work, making it impossible for the company to give that work to a vendor.** ■

Why I'm Committed to This Cause

After 26 years at Northwest and Delta, I still enjoy my job along with the people I've been fortunate enough to meet. But liking our job doesn't mean things can't, or shouldn't be better. The profit we create

should have Delta workers setting industry standards, not chasing them.

If you work for another airline and interact with Delta Ramp, Tower, or Cargo employees, please encourage them to sign

a union authorization card. Raising the standard at Delta will elevate the entire industry — that's the kind of change we would all be proud of.

— Dan McCurdy, MSP (pictured above)

What We Could Gain With a Union

- Not having worry about your job getting contracted out (Scope)
- Double time and a half for holidays worked
- Extra pay for each year of service (Longevity pay)
- Extra pay for staying more than six minutes past your shift (short hour)
- Extra pay for taking your lunch outside of the third and fifth hour of work (off schedule lunch)
- Good, but less expensive health insurance
- Being able to see system awards
- A consistent set of rules for TDY and Seasonal employees.
- The sixth and and seventh (!) weeks of vacation
- OJI pay
- Sick pay
- Not having to wear a bump cap
- The ability to tag out equipment...and having it stay tagged out until fixed.
- A voice in the workplace

Metrics, Metrics, Metrics

Do other stations have a hyper focus on bags to claim (BTC) metrics? We have an OSM who sends out three emails nearly every day. I asked him if I can opt out since he is going to fill up my inbox eventually. He said "No, since this is a training tool." Any time the BTC % isn't good, he just writes something about how bag runners need to get a plan together.

I also think about how a union would address things like this? You'd have more

of a say in staffing ratios, so you might have enough people to do the job instead of possibly running yourself ragged to meet whatever the arbitrary goal of the month is.

edit:

I think some people might miss the point. It isn't about dealing with a bunch of emails. It is about asking if this is the metric du jour and how staffing ratios make these metrics a moot point. ■

Now, Something to Think About

Delta generates 40% of the airline industry's total profits - more than United, American, and Southwest combined. Despite this, we don't lead in pay, benefits, work rules, vacation, or retirement. Yes, we typically get nice profit-sharing payouts, but that's because Delta saves money where unionized workers at other airlines have locked in better compensation and protections.

One major advantage of a union is access to both sides of the story. Delta says they want us to make "informed decisions," but we only hear their side. Why? Because they know an unrepresented workforce gives

them total control. Unions exist to balance that power.

For those already in unions, you may have frustrations - maybe with your steward or certain leadership decisions. But unlike us, you have the power to get involved and drive change. Your union is shaped by the collective, not simply dictated from above.

Delta Ramp workers organizing wouldn't just help Delta workers - it will raise the bar for the entire industry. A while back, Delta sent a Ramp worker to different stations to convince us to "keep the union out." When I pointed out that unionized airlines –

Why Delta Workers Must Lead, Not Follow

A message to fellow Delta workers along with all airline employees across the United States:

People often get annoyed with anonymous posts, but people should understand that in a non-union environment like Delta, the dynamic is very different than a unionized environment. There's a real – or at least perceived – fear of retaliation for speaking up or sharing views that the company might not agree with. For those of you who are unionized, you probably feel more free to voice both the positives and the negatives without that fear.

I'm sharing this with my name because I'm actively involved in efforts to unionize the Delta Ramp. I understand we have federally protected rights to organize. But those rights mean little if we allow fear to stop us from using them. If we don't exercise protected rights, that means we've voluntarily relinquished them. ■

not Delta – negotiate the industry's best contracts, even he admitted that was true. His argument? That Delta "usually comes close" to matching those deals and you don't have to pay dues.

Think about that.

Unionized carriers set the standard, and Delta follows. But that dynamic puts downward pressure on your negotiations. Imagine if Delta workers were setting the bar instead of chasing it. With Delta's enormous profits, we could be negotiating from a position of strength. And if Delta was to lead, the entire industry would rise. ■



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

