



# BLUE NOTES



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## We Deserve Better

Freezing temperatures, and we're working short-staffed. On transfers, it's a relentless cycle — finish one flight, clear your line, and there's another flight already waiting at the gate. No time to head inside and warm up.

I asked if they're using RDO overtime. They said yes, but not many people are signing up. I asked if they were allowing double-time RDOs, and they said no.

### Here's the problem, along with the hypocrisy:

They expect us to endure brutal cold and a relentless workload, yet refuse to offer double-time pay — the very thing that might actually motivate people to sign up and come in. Meanwhile, management cuts labor costs to meet performance goals that will line their pockets with bonuses. They want us to

sacrifice our health and comfort so that they can cash in.

Choosing to run us short-staffed instead of offering fair pay to attract coverage isn't just poor planning — it feels pretty disrespectful. We deserve better. Delta needs union oversight. ■

## Industry leading?

We found a roach in a Delta Ramp breakroom. A union safety committee could address this without having to worry about blow back from management. ■



## No Justice in Delta Job Bids

This is what has me steaming right now! Cutting full-time lines and replacing them with part-time. No job security here! I have almost 25 years, and on the next bid, I will no longer be able to hold a 40-hour line with partial weekends off on the shift I have

worked for 25 years, and may not even be able to hold a full-time line on that shift at all! Yet a majority of the part-time lines – 20 to 30 hours – have weekends off. I refuse to go to a part-time line after working part-time for many years to gain full-time status.

With every bid, more and more full-time lines disappear, it's infuriating. Where's the Delta integrity they promised in the "Rules of the Road?" ■

## How Do We Get Justice in Job Bids?

**With a Union! We Would Set our Own Ratios Between Full-Time, Part-Time, and Seasonal.**

At the beginning of each contract, we would negotiate a mandatory minimum ratio of full-time, part-time, and seasonals or even how many CSA's to ALA's.

Each contract does it differently, but that is because the workers themselves negotiated it that way. We can, too! ■

## Insource Different Jobs and Locations

During negotiations, workers would have the opportunity to demand jobs currently done by contractors become insourced. This would provide new schedule opportunities and jobs like lavatory services, potable water, and catering. We can even negotiate insourcing downline stations like SNA, SAN, CLT, or JAX.

A union gives power to the workers to have a seat at the table to not only

negotiate their pay and benefits, but also how the job is done and how it is scheduled. Many of us spend 40 hours a week at this job, and WE know what is needed to build success for the operation and our lives, not someone in a cubicle who's never been inside the belly of a plane. If you finally want a real voice in your future, sign a card and talk with your coworkers. ■

## Bid Committees at Each Station

At each station, workers could join bid committees to work with management and shape each bid. They would hold the company to the ratios negotiated in the contract, as well as gather opinions from other workers about what needs to change. We have the right to have a say in our schedules! ■

## Behind in Every Category But One

As of Jan. 1, every union at Southwest Airlines will have paid parental leave guaranteed as part of their contract. At this point, Delta is behind in every single category: sick time, vacation time, pay, retirement, occupational injury pay, work rules, job bids, etc. Oh, except profit sharing. ■

## Don't Let Management Fear Monger Over Profit Sharing—Know the Facts

Management might try to scare you by saying profit-sharing could go away if we unionize. But history tells a different story. This year, Delta posted the strongest profit in its 100-year history, and the profit-sharing payout is expected to be roughly 10% of our wages. Sounds good, right? But did you know that in 2015, profit-sharing was 21.46% of our wages?

Here's the truth: It's without a union contract that our profit-sharing is at risk. In 2016, Delta changed the profit-sharing formula to fund our raises, proving they can adjust or even eliminate it at any time without our input.

When we were unionized at Northwest, profit-sharing was secured in our contract. At that time, there were eight major airlines

competing fiercely, and profits were scarce. But since consolidation reduced the competition, the remaining airlines are now posting astronomical profits. It's time to ensure our profit-sharing is protected in a legally binding union contract.

The first step is to make sure our coworkers' union cards are up to date! ■



### 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)

