

## Union Dues

One of Delta's favorite targets in the debate over unionization is union dues. Why pay \$681 per year in union dues for a top scale employee when Delta will take care of you for free?

What would you lose, as a pre-merger Northwest employee (PMNW), if you didn't have to pay them? What could you gain, as a pre merger Delta employee (PMDL), if you paid union dues?

- Many PMNW baggage handlers make extra money when they have to take an off schedule lunch or don't get a lunch during the course of the shift. Often this adds up to \$1,000 to \$2,000 per year.
- Sick and occupational injury accruals are unlimited for PMNW. This adds up to money, especially when you are seriously ill or injured.
- Subsidized retiree medical benefits are outlined in the IAM Contract. Pre-merger Delta workers have no such thing. For retired employee and spouse, union members pay approximately \$500 per month for health insurance. That's a \$500 saving per month. If you retired at age 62 you would save nearly \$18,000. That's serious money.
- IAM members have no social security offset payment. PMDL can have up to half their pension taken upon retirement because of the Company deducted offset. PMDL also have no defined benefit pension plan. The IAM (company paid) pension plan is secure and offers good monthly payments upon retirement. It is money in the bank.
- Long Term Disability covers PMDL for 6 months. PMNW get coverage

for up to 3 years. This is a life saver when you have cancer, heart attack, knee, shoulder or back surgery. The IAM contract also protects against substandard plan administrators.

- IAM members get overtime after 8 hours. This means more money in your pocket if you call in sick or trade a day after having worked OT. PMDL are paid OT after 40 hours in a week.
- IAM members receive overtime based on hours worked, ensuring equal distribution. Local union reps oversee distribution for fairness. Nothing similar exists for PMDL.
- When a temporary reduction in force is necessary for IAM members, senior employees are offered the layoff with medical insurance, full accruals on vacation etc., flight benefits. Junior employees are able to stay on the job. PMDL have no such program.
- Having trained union reps to help you navigate ESIS, Sedgewick, United Health or problems with management is worth its weight in gold. PMDL often hit a brick wall when dealing with these outside third parties.
- In stations like SLC more than half of ramp workers are Ready Reserve or part time. IAM hubs are limited to 25% part time. Other stations are 50% maximum part time. The IAM contract does not allow for a category of workers who get no benefits, no accruals, no seniority and are limited to a total of 999 hours per year. This alone is worth the price of union dues.
- IAM members get to negotiate their conditions of employment with the strength that comes from thousands of members. PMDL stand by themselves.