

## **Reduction In Force In ATL**

In March of this year dozens of Northwest baggage handlers were awarded permanent positions in ATL based on their system seniority. Many of these ESEs have now been told there are no longer jobs for them in ATL because of a cut back in the use of Northwest aircraft in that hub. They will have to use their seniority to bump to the stations where their seniority allows them to go.

Many had uprooted their families to make the move. Fortunately for these workers they have some financial protection because of the IAM Ramp and Stores Contract (Black Book).

Since this permanent bid was terminated before expiration of one year, Northwest is liable for the following:

- 1- Reasonable and necessary moving expenses to ATL.
- 2- Reasonable and necessary moving expenses to another city where they have exercised seniority.
- 3- 8 hours pay for each day spent traveling to ATL and the new city.
- 4- En route expenses for the employee and family to ATL and the new city, such as lodging, meals and mileage
- 5- Extraordinary expenses incurred by the employee before departure from the original city.
- 6- Unrecoverable prepayments in ATL, such as lease cancellation and rentals.

For complete language, see Article 9.13.3.b Black Book.

## **Storm Warning**

Newspaper headlines are filled with grim news; Delta Drops Profit Forecast, Cincinnati Hub Is Shrinking. A memorandum from Richard Anderson and Ed Bastian dated August 6, 2009 underscores the same facts. Delta is experiencing severe cost pressure because of the economic crisis and continued cut throat competition. The memorandum says that "we also must eliminate additional salaried positions". These cuts have been described as traumatic by managers in MSP.

Luckily, IAM members are protected by a legally binding contract which offers some important protections during this imminent storm. Pay is protected. Jobs in 40 stations are protected from outsourcing. System seniority is protected. Benefits are protected no matter who the provider is. American Airlines recently cut pay for non union employees because of severe cost pressures. They were prevented from doing the same to union employees because of their contracts.

**Direct Relationship** – Delta often touts the direct relationship they have with their employees, saying they don't want interference from an outside third party. But Delta is actually OK with a third party being involved with their employees. Many of the most important functions for workers are contracted out. Sedgewick CMS, a corporation which has no interest in a favorable outcome for employees, handles FMLA certification, short and long term disability and more. In fact, Delta only has a problem if their employees belong to a membership organization like a union.