

He Needs A Union

John Smith has 10 years with Delta and has never had any administrative action taken against him. In fact, most people he works with think of him as a good worker. The Company is understaffed quite a few days each month. John doesn't complain. He just does his job. Over the last few years he has bid the 7AM start time. Often the flights he is assigned to transfer are on the ground 10 to 15 minutes before he starts. As soon as he gets in, he looks for his tug and some carts and hurries to get the bags to their connecting flight. A few days ago John missed connections on some bags for the second time in 2 weeks. His manager called him in to discuss the miscons. In the end, his manager decided to take administrative action with John, saying, "We can't miss bags and I've already talked to you about this." He tried to explain but his manager wouldn't hear about understaffing.

John was supposed to get his raise to top pay next week, but Delta policy does not allow an employee to receive pay raises while on administrative action. Until his file is clear of this type of action he will not be getting his raise. Through no fault of his own John has just lost hundreds of dollars. John needs a union. (Dramatization)

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Michelle Jones has worked for Delta for 7 years. She likes to work international flights even though the bags sometimes weigh more than 70 pounds. While lifting a bag going to CDG, she feels something give in her back. She reports her injury and heads to the doctor. He explains to her that it is likely she will need surgery because her L4 and L5 discs in her back are damaged. She undergoes surgery after 4 months. Her doctor tells her she will need extensive time away from work before she can return. Nine

months later her doctor says she is ready to return to work. She contacts Delta and is told by an HR representative her job is no longer available. Eventually she must resign from Delta because her position is gone. She needs a union. (Dramatization)

Did You Know – According to Deltanet, when Northwest mechanics were no longer represented by AMFA and were combined with PMDL mechanics, "PMNW OJI banks were replaced with OJI pay, Delta's benefit program for on-the-job injuries and illness." In other words, Delta took their OJI accruals. Many had accrued hundreds of hours in OJI.

Delta describes their OJI program this way, "Employees are automatically eligible for OJI pay and you don't have to have a bank of time to receive this benefit at Delta. It is a company provided benefit that provides you with 66.67% pay protection, without taxes payable, once PPT and certified time is exhausted." To receive OJI pay you must first use all your accrued sick time. It is limited to 26 weeks.

PMNW employees use their OJI accruals first when they are injured on the job. They continue to accrue sick, vacation and OJI time while out on injury. There is no cap on the amount of OJI time you can accrue and OJI is paid at 100%. This comes in handy when it is time for back surgery or a knee replacement. And when you are ready to come back to work, your job is there for you.

Article 16 (Health and Safety) – This article in the Ramp and Stores IAM Contract provides for a joint IAM-Company Safety Committee. Importantly, the union representatives are appointed by the IAM. This means the union safety committee can function independently and has a free hand to fully investigate all safety issues. Delta safety reps are appointed by management.