

### **Why Not Now?**

Delta was ready to throw \$1 billion at a bankrupt airline like Japan Airlines. Delta has plenty of cash for aircraft upgrades and enhancement of passenger comforts. They certainly could give all their frontline employees a 9.4% raise now.

### **Not Guaranteed**

The raise is not guaranteed. It is not part of a legally binding contract. October 1, 2010 is nearly 9 months away. We have seen airline management use terrorist attacks, economic turmoil and disease to try to convince employees that times are tough and raises are impossible.

In 2006 new hires on the ramp at Northwest were promised a signing bonus of \$3,000, to be paid over several years. It was an incentive the Company offered above what was in the union contract. Some of them started to notice they were not receiving the bonus at the appropriate time.

Northwest management had decided not to pay the bonus to those that had any disciplinary action for attendance. The workers involved had never been told there were strings attached; nothing in writing, nothing signed.

The MSP IAM Shop Committee approached Delta to see if they would make good on their commitment, even though it was not a contractual issue. We were just recently informed that Delta would not be paying the bonus to those who had been denied. When it comes to anything to do with money, it is always best to get it in a legally binding document like a union contract.

### **Who Should Delta Workers Thank?**

This is the closest Delta workers have gotten to being union. The airline knows every classification has a good chance of voting

for representation. The hard work of pro union workers at Northwest and Delta is paying off. Delta management is playing a high risk game to keep the union out with 'money on a string'. They know full well that if the union wins, \$21.00/plus is the starting point for a new union contract at the largest airline in the world.

### **Big Raise In Bad Times**

It is our belief that Delta's long term plan is to significantly lower the cost of labor because this is what Wall Street demands. Every step Delta takes is to lower labor costs, so how credible is it that the raises will come to fruition in October if there is no union?

The only force that can stand in the way of cheapening labor is organized workers. If they can defeat the IAM through large raises for one group, then it is money well spent. Delta will then be free to expand the use of Ready Reserve and part time, get rid of the IAM pension, retiree medical, superior Long Term Disability insurance, unlimited OJI and sick accruals, expensive work rules and job security language. These are Delta's stated goals.

They won't have to bargain or negotiate. They can simply impose. They can set the industry standard. Long term they can drive down the wages and benefits for the very topped out workers they are promising more money.

Nearly every Delta worker understands that in industry after industry the trend is toward the use of 'disposable workers'. The trend is toward lower wages. Nearly every Delta worker understands that the middle class – the working class – is targeted for attack by those at the top. This is why nobody should be taken in by the promise of more money in October. Unionize and thrive.