

Money In Your Pocket

The reason why any Delta worker plans to vote for the IAM is because on some level that person believes having a union will improve their quality of life. Economic security is a big part of this. Here are some ways a union improves the economic security of a worker that we don't usually think about.

The overtime rules laid out in Article 7 of the ESSC Contract (Baggage Handlers and Stock Clerks) can add thousands of dollars per year to the paychecks of many PMNW employees; one more reason to invest in the future by voting IAM.

1- **Overtime equalization.** The foundation of the IAM overtime system is equality of opportunity. Detailed records, an overtime board, are kept to make sure all employees in a bid location (on the MSP ramp, for example) receive the same opportunity for overtime. The contract mandates that each month the union and company in a station will meet to assure compliance with overtime rules. Any changes to OT rules must be approved by union reps. Pages 7.4 and 7.5 of the ESSC Contract list "Basic Procedures For Distribution of Overtime Opportunities". This does not eliminate all overtime problems, but it does limit them and gives an employee recourse if they believe OT is being distributed by favoritism. No such system exists at Delta, leaving distribution open to abuse by managers and employees.

- 2- **Time and a half after 8 hours.** PMDL employees have to work 40 hours before getting time and a half pay. This is important because PMNW workers who call in sick or who trade away days during a week when they have worked OT still get OT pay for any hours in excess of 8 in a day. This adds up to money during the course of the year.
- 3- **Insufficient rest.** If a PMNW employee works 12 hours because of needs of service and then has less than 8 hours rest before the start of their regular shift, all hours worked on that shift are paid at a double time rate. During irregular operations because of weather, PMNW workers can make a lot of money because of this contract provision.
- 4- **Off Schedule Lunch (OSL).** If a PMNW worker does not get a lunch break between their third and fifth hour of service they are paid an OSL. This is a half hour of extra pay. For a top scale worker this is \$9.22. For many PMNW in MSP, this adds up to over \$1,000 per year. If no lunch break is taken because of needs of service, the employee gets one hour pay at a time and a half rate, or an extra \$27.65 for the day.
- 5- **OSL Part 2.** If an employee is held before or after their shift more than 2 hours, they get another half hour meal period or a half hour pay if no break is taken.

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Check out iam4delta.org for everything related to the merger and the organizing drive.