

## Management Philosophy Part II

The following is an excerpt from a speech given by Delta General Counsel and Senior Vice President, Ben Hirst. When Hirst gave this speech at an IAM District 143 Convention he was the Senior Vice President of Corporate Affairs for Northwest Airlines. Then as now, he was a close associate of Delta CEO, Richard Anderson.

While addressing the over 100 delegates in attendance, he asked the question, **“Why should we care about the union movement? Well, the union movement supports a decent standard of living for its members, supports job security, which, in my opinion, is in the company’s interest and not just the interest of individual employees...job security provides stability in a work force and is a very important element in delivering a product like ours and doing it in a very safe way. Because of this, you have to associate unions with family stability.”**

**“Unions, because of their ability to bargain for decent wages, support not only individuals...but also local economies. Unions stand for safety in the workplace. That is a point I make in Washington again and again and again.”**

He concluded by stating, **“I think at the end of the day unions stand for human dignity because they represent people coming together and standing up for themselves in an environment which is sometimes brutal enough to overlook the importance of individuals. So I tell you where I come out on all this is that the union movement is a very good thing. I learned that in a hard school.”**

## Rule Change

**“Further ordered that the Air Transport Association of America Inc’s and the Chamber of Commerce’s motions for preliminary injunction, which the Court converted into motions for summary judgment are denied, and the Delta employees’ motion for summary judgment is denied.”**

With this ruling U.S. District Court Judge, Paul Friedman assured that the National Mediation Board’s new rule regarding union representation elections would go into effect on Wednesday, June 30, 2010. From now on only those who actually vote in a representation election will determine the outcome.

The changed rule will not only have a big impact on the coming elections at Delta, workers at Jet Blue, Air Tran, Regional Elite, Horizon, Sky West, Mesa and Fedex, to name a few, will have an even playing field for unionization. This, in turn, will allow us to push forward with the fight to gain back what we have lost in the last decade.

This was a victory made possible through the actions of thousands of airline and rail workers. Over 23,000 of us wrote letters, emails and cards to the NMB in support of the rule change. We involved other union workers in support of our cause. We proved there is strength in numbers. This victory belongs to all of us.

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