

# PUSHBACK

## VOICE OF THE RAMP, CARGO, AND TOWER

### GM WORKERS- HOLDING THE LINE FOR ALL OF US



Nearly 50,000 GM auto workers in 55 manufacturing and parts plants have been on strike since September 16th. A major reason for these UAW members striking is to end the two-tier unequal pay and benefits system imposed on all new hires. Another key issue is fighting for the growing number of even worse-paid temp workers to become regular GM employees. GM has reported \$35 Billion in profits over the last 3 years. Sound like a familiar scenario?

The difference is workers at GM have a union, a voice, and a real chance to eliminate or close this divisive gap among their work group. GM workers are holding the line for all of us. If they win, it will deal a blow to all the corporate schemes to cheapen the value of our labor. We can help determine the outcome. Please give your support and solidarity to this strike. Visit a picket line near you. Solidarity with GM workers!

### SEASONAL READY RESERVES, NOT JUST FOR THE SEASON



Seasonal employees are not a new invention by Delta, but the way they are being used is. It used to be that year-round staffing was covered by permanent employees and in peak seasons such as spring break, summertime, and Christmas, seasonal employees were brought in for a brief period to assist with extra flight and increased passenger and baggage loads.

Today seasonal employees are being told that instead of working for a set period or season the expectation is that they will come back to work on short notice whenever the company wishes them to. The period they are called back for can be as short as a few days or as long as the company wants them. Failure to return when called will result in termination. This is not fair to "seasonal" employees or "permanent" employees.

As permanent employees it is not fair that we are slowly being replaced by a lower cost temporary workforce. Delta uses a number of schemes to lower labor costs while maintaining the mirage of a highly paid benefited workforce. They use DGS and other vendors. Seasonal Ready Reserves are used because it gives the company enormous flexibility in staffing. This makes them even more attractive to Delta than Ready Reserves who have a regular schedule and far more attractive than full time, topped out, benefited employees.

For seasonal employees, it is not fair that the terms of employment change at the will of the company. You deserve the right to not be at the beck and call of the company as to when you work. The seasonal work period should be clearly defined so that there are not any unexpected surprises. You should not be expected to be "on-call" employees to solve Delta's inadequate staffing. A union contract could protect you.

### DIRECT RELATIONSHIP/ OPEN DOOR POLICY

It happens day in and day out, flight after flight, coast to coast. Employees all across the system report feeling as if we're working extremely short staffed. Delta touts an 'open door policy' where employees can walk in managements office at any time to address concerns of any type. Unbelievably, not once has short staffing been brought up using the open-door policy to allow management the opportunity to acknowledge the problem and address it.

...No literally, it's unbelievable.

In reality, the truth is that it's not effective to relinquish total control and decision making to management. Gaining a legal voice through union representation would provide mutual respect in addressing issues such as short staffing that management might otherwise turn a blind eye toward. Want a real voice? Demand it. Unionize!



### PUSHBACK IS ONLY ONE OF THE WAYS THE UNION CAMPAIGN COMMUNICATES WITH DELTA WORKERS

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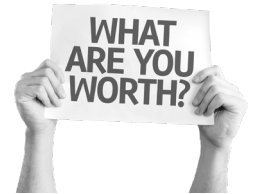
If you are not already a member of **Delta Workers Unite**

**Facebook** group and **IAM/Delta Workers Unite Facebook** page please join and ask others to join. You can also visit our website at [dalramp.org](http://dalramp.org). There you can download flyers, check out the latest news and request a union A-card.

You can also contact us by email at [dlramporganizingcommittee@gmail.com](mailto:dlramporganizingcommittee@gmail.com).

## WHO DECIDES YOUR VALUE?

We provide enormous value to Delta Air Lines. Without ramp, cargo and tower workers not a single aircraft would move. We load and unload, we deice, we transfer bags, sort and deliver cargo, drive numerous different types of equipment. We are familiar with 13 different types of aircraft. We push those aircraft back. We maintain a high degree of safety for ourselves and our passengers. We handle hazmat that needs careful attention and sorting. And we do all of this in every kind of weather.



Because we have no collective voice, no legal status, no contract, Delta is the sole determiner of our value. They even get to give different values to people who perform exactly the same work, placing a lower value on the labor of Ready Reserves. During times of historically high profits, the company's complete control of determining our value may not appear as a big problem. With economic storm clouds gathering and airline stock prices starting to fall we will be captives of the company's devaluation of our labor. Delta is going to be facing increasing pressure to decrease labor costs. Those workers that have a union contract will have far more protection.

## GLAD YOU ASKED. WHAT WOULD HAPPEN TO READY RESERVES IF WE GOT A UNION?



As a ready reserve, it's easy to feel left out when Delta paints a rainbows-and-sunshine picture of our "industry leading" compensation. Despite working a job that contributes substantially to the wear-and-tear of our bodies, we receive no medical insurance to help mitigate those damages. Ready reserves are guaranteed no paid vacation. Want time off to use the flight benefits Delta hyped when you were hired? Better scramble to find a swap or cross your fingers and hope the manager approves your day off. Delta limits the hours we can work to deny us benefits, yet, in some stations workers report managers have threatened workers who have run out of hours and forced them to cover their remaining shifts with swaps.

Can we change this with a union? The most concise and honest answer to this question is this: it depends on us. Consider first what is guaranteed: with a union contract Delta would no longer be able to unilaterally change the conditions of our employment. If you work at Delta solely for the flight benefits, you could rest assured that you won't wake up to a ready reserve "enhancement" that forces you to work more hours as has happened in the past. You could be assured that your job is safe from arbitrary discipline, because an elected steward would have your back during any disciplinary actions.

Any contract worth voting for—because it will be us, the workers, that have the final say—will have to address the fundamental shortcomings of the ready reserve program. That is, there must be a reasonable path to full time, gainful employment. There must be an end to the hours cap for ready reserve employees, and affordable insurance available to all Delta employees. Full equality for ready reserves. With a union, that is winnable.

## TOGETHER EACH ACCOMPLISHES MORE



TEAM, Its one of corporate America's favorite slogans, but it really means we accomplish more for THEM. Turning things around, this employee led, Delta Ramp Workers union drive has put the TEAM concept to work for all of us in a rare instance of teamwork benefiting workers. Since this drive began, we have steadily grown and changed hearts and minds to stand together for positive change on the Delta Ramp. We started ten years ago with a handful of employee leaders and a few hundred cards. Today, we have grown to dozens of leaders and ten thousand cards signed. Amazing progress, given the old Delta culture of fear and intimidation. People have had enough and want change, and this union drive is the avenue for all workers wanting a better workplace.

- Through the power of ten thousand Delta Ramp voices speaking together, we have:
- Restored the profit share payout that management tried to steal from us.
- Secured several pay raises, the most recent one took effect Oct 1.
- Gained a pay scale for Ready Reserve
- Gained PPT for Ready Reserve
- Initiated the process of forcing real changes to the unaccountable management culture at Delta.

We are also fighting for an environment where there is transparency and fairness, instead of secrecy and favoritism.

Delta has responded with their new surveys and coffees with "leaders", trying to figure out what this is all about, but one thing is sure, they wouldn't be listening if they weren't afraid of losing their power and control over us. That possibility is more real than ever before, thanks to you. Some think that its taking too long to get a vote and we should quit, but this is a big culture change. It takes time. Would we be better off if we stopped the drive? We all know the answer is no. And we have come too far to turn back now. Keep moving forward. Lock in the changes we have won and keep pushing for more through a negotiated contract. Join the TEAM!

THE DELTA EMPLOYEE UNION ORGANIZING COMMITTEE  
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