

THE STEPS TO GETTING A UNION

THE THINGS YOU SHOULD KNOW—AND DO

50%+1

A solid majority of Ramp, Cargo, and Tower workers sign IAM union cards, Ready Reserve, including seasonal, are included as card signers and voters. Each card is valid for 1 year from the date they are signed.

UNION CARDS

Signing union cards is Federally protected. Delta even spells out the guidelines for union advocacy on Deltanet (search Advocacy Policy). In order to get enough cards signed, every pro union worker needs to help the effort.

VERIFICATION

The cards are turned into the National Mediation Board (NMB) for verification.

VOTE

The NMB schedules a vote in which over 50% of those voting must cast YES votes for the union.

NEGOTIATE

Delta employees represent themselves and negotiate a contract agreement with the company.

Contrary to what the company will tell you the union is **NOT** an outside third party, **WE ARE THE UNION**. Here are ways you can help:

- Sign a Union Card (every few months).
- Ask people you work with to sign a card.
- Engage your co-workers by sharing literature, website, or social media information about the benefits of unionization.
- You can do all of this openly according to advocacy policy guidelines.
- If you think management is infringing on your rights to advocate, fill out an interference form and tell them it will be filed and presented to the NMB.



DELTA WORKERS UNITE
OUR VOICE OUR CHOICE

THE DELTA AIR LINES RAMP ORGANIZING COMMITTEE

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REQUEST YOUR UNION
AUTHORIZATION CARD TO SIGN