

Flashpoint

Delta Air Lines Pay & Benefit Comparison

Many of you have recently seen, or have heard, that Delta Air Lines has put out a Pay & Benefit Comparison which inaccurately describes our various collective bargaining agreements. Moreover, Delta states, "The intent of this document is to provide employees with a high level overview of the pay and benefits currently in place by work group."

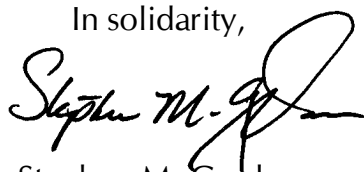
The only pay and benefits currently in place by work group are those that fall under the collective bargaining agreements of the IAM while throughout their comparison Delta Air Lines often speaks of future commitments, not the reality of today's pay and benefits for their employees, but of promises for industry-standard pay and benefits over time. You see, Delta Air Lines is willing to make future comparisons, but is unwilling to address why they have not done so in the past. Make no mistake about it; Delta Air Lines is only making these future commitments because of our ongoing organizing efforts with the mere hope to discredit the integrity and, more importantly, the value of our collective bargaining agreement versus Delta's policies and procedures.

What Delta Air Line employees must remember is the fact that nothing should be implied that once we win these organizing campaigns, Delta Air Line employees will be subjected to only what an IAM collective bargaining agreement has. We will work towards a transition agreement that would provide the best of both carriers in a written agreement that would not be subject to change in accordance to the current Delta Air Lines policies or procedures without say from the applicable members.

These comparisons and future commitments from Delta Air Lines are nothing new. Delta Airlines made commitments to their employees during the Transportation Workers Union organizing drive, only to have Delta Air Lines renege on them once the organizing drive was unsuccessful. Most importantly, without a collective bargaining agreement that provides for a grievance resolutions process, the employees of Delta Air Lines could do nothing about it. This was not the case when former Northwest Airlines CEO Dick Anderson, now Delta Air Lines, made the decision not to honor the collective bargaining agreement of our Employee Stock Option Plan. Our members filed a grievance which ultimately went to federal court and won a \$212,520,140.82 judgment—that's what your union dues pay for. How much money in unsecured claims payment did the Delta Air Lines employees receive? Ask any retired Delta employee about their social security offset to their pension or, better yet, ask them about their retiree health care. Our retirees who retired prior to August 1, 2006, receive full medical benefits for less than \$30 thanks to the negotiated agreement, an agreement that cannot be changed by Company policy or procedures.

The moral of the story is future commitments mean nothing unless they are backed by a collective bargaining agreement, a contract that is not subject to change without notice, kind of like the employment contracts that Dick Anderson, Ed Bastian, Michael Campbell, Michael Becker and Crystal Knotek all have—you know, with guaranteed compensation and benefits. If the so-called leaders of the Company have a written employment contract, then why shouldn't all of us? I would like to see their pay and benefit comparison; do you think it's the same as ours at ""Our Delta"?

In solidarity,



Stephen M. Gordon
President/Directing General Chair

