



Air Transport District 143

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NW/DL ORGANIZING NEWS & INFO

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NW/DELTA MERGER HOTLINE 1-800-392-6554

The hotline will be updated each Friday, and the message will be emailed and posted on the website at iam143.org.

Fair and Equitable Seniority ... BULL!

Delta's Seniority Integration Team states they have come up with a seniority system that is "fair and equitable." There isn't anything fair or equitable about that system. In fact, that statement is just plain BULL! Let's examine that system more closely:

- Was it voted upon by the employees?
- Is there enforceable and binding language?
- Can you use your seniority to the fullest extent possible when it comes to all of the following: shift and day-off bidding, vacation bidding, bidding into other classifications or locations as well as for layoff and recall purposes?

The answer to all of the above is NO, NO and NO! ALL of those bidding rights exist in the IAM-NWA contracts, though!

Placing names on a list without negotiated language explaining how seniority can be used is meaningless. Creating a seniority list before a representation election is held is meaningless, also. When the IAM wins, seniority rules will be established by the membership of the combined workforce through the negotiation process and then voted upon.

Additionally, under Delta's plan, how can seniority be fair when it's based on a percentage? It must depend on what side of 100% you arbitrarily get assigned by the Team. Anyone who wants to lose one day of their hard-earned seniority, please raise your hand. The Seniority Integration Team wants a seniority system that "will not increase costs to Delta." What happens when it does increase cost? Our guess is that it will quickly be revised to benefit Delta and not the employees. Who wants a seniority system in the first place that was created by management manipulation?

There is a way to get MEANINGFUL seniority that can't be manipulated, though; a system created by employees for employees and voted on by employees. The way is through a binding, enforceable, union-negotiated contract.

When the time comes, vote Union! Vote IAM!

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