



# ***IAM4Delta News***

The International Association of Machinists and Aerospace Workers

## **IAM Status Report**

**December 24, 2010** - While the IAM's certification to represent pre-merger Northwest Ramp, Passenger Service and Stores employees ended following the results of the initial representation elections at Delta Air Lines, the IAM has not stopped fighting on behalf of our former members. As the National Mediation Board (NMB) investigates Delta's widespread illegal interference that prevented employees from voting in fair elections, the Machinists Union continues to protect the interests of pre-merger NWA employees.

### **Lump Sum Payment**

The IAM has successfully convinced Delta that it is required to comply with Exhibit J of the Equipment Service Employee and Stores Clerk (ESSC) contract (the Black Book) while the IAM's charges are investigated. The Machinists Union negotiated Exhibit J to require Northwest Airlines to pay its IAM-represented Ramp and Stores employees a \$13 million payment on December 31, 2010 in exchange for the sacrifices they made during Northwest's bankruptcy.

Delta Air Lines will make that payment on December 30, 2010, which is the last payroll prior to the agreed upon date of December 31, 2010. Only pre-merger Northwest employees who were covered by the Northwest Black Book are eligible to receive this payment. The Union negotiated these benefits and fought to make sure you receive them. This is a prime example of the benefits of belonging to the Union.

Although Delta has determined the method of distribution without consulting with the IAM, the Machinists Union will not take any action that would slow the distribution of the \$13 million to eligible employees.

### **Pensions**

Delta Air Lines informed the IAM National Pension Plan (NPP) that it would no longer fund the negotiated pension plan for pre-merger Northwest IAM members. The IAM fought for its members and after much correspondence between the IAM, the IAM National Pension Plan and Delta Air Lines, Delta agreed to continue funding our former members' pensions pending the outcome of the NMB's investigation and possible re-run elections. Another benefit that proves it pays to be in the Union.

If the final result of the NMB's investigation or any re-run elections fails to re-instate the IAM as the collective bargaining representative for a particular classification, Delta's payments into the NPP will end for employees in that classification – also ending the accrual of future pension benefits for those employees.

### **Grievances**

The IAM has proposed to Delta that we jointly address grievances that were pending prior to the elections and that they be handled with the NMB Grievance Mediation Services. We also proposed to arbitrate outstanding discharge cases. Delta has not provided a response as of this date. **The IAM will keep you updated of any additional progress we make in dealing with Delta Air Lines.**

We got the ESSC employees their 13 million dollars, we are protecting your pensions, we are pursuing your pending grievances. If there is a re-run election and the employees do not vote to keep the Union, we will no longer be able to fight to get you these kinds of benefits.

**Remember, it pays to be in the Union.**