

## First contract wishlist

1. 5-year pay scale with increased shift differential
  1. Before the Northwest/Delta merger, IAM represented Northwest employees with a 5-year pay scale compared to the 10.5-year scale we are burdened with now.
2. Up to 7 weeks of vacation
  1. The industry-leading unionized carrier, Hawaiian, provides their top-scale employees with seven weeks of vacation. Vacation starts at two weeks, and each year of service earns an additional day.
3. A holiday policy that reflects the interests of our modern workforce
4. Hazard pay
  1. Workers would receive time and a half on any day there is a public health warning. From polar vortexes to sweltering heat, smog, and smoke from forest fires, we are subject to countless environmental dangers and deserve appropriate compensation.
5. 100 hours of PPT per year
  1. The standard for Unionized carriers allows their employees to accrue 96 hours of sick time. We deserve to match that, at the very least. Unused hours can roll over up to 2400 hours.
6. Defined attendance policy that removes the discretion of management
  1. Delta's current attendance policy is called a "Reliability Policy" which has no set terms for call-outs or tardies but leaves everything up to your manager to decide.
  2. We deserve to have a defined policy under which occurrences are dropped after 12 months and cannot be held against us forever.
7. Simplified OJI process separate from Sedgewick
  1. It is well known that Sedgewick is in Delta's pocket and approves and denies FMLA at the company's direction. It

should not take two years for our coworkers to get approved for back surgery when an injury happens on the job.

8. Injury pay on top of workman's comp payments up to our standard pay
  1. Injuries are common with our jobs, some requiring months or surgery to repair. Delta owes us our full pay while out on injury because we were hurt providing the services that earn Delta billions of dollars a year.
  2. In many contracts with unionized carriers, the companies are responsible for covering the remainder after worker compensation to provide the employees their full pay each week.
  
9. Improved healthcare with lower out-of-pocket costs
  1. Delta employees have had three different healthcare providers in three years. Combined with the coverage limitations and the sizeable out-of-pocket potential, we see this as unethical and sets up our coworkers for financial failure. We desire more than three plans with lower deductibles and fractions of our current out-of-pocket expenses.
  
10. Pension plan on top of our current 401k
  1. Pensions guarantee a monthly payment each month of retirement for the rest of your life. No one wants to spend their golden years counting pennies, concerned that they might outlive their money. We deserve a contract that builds our financial security today and in retirement.
  
11. Discounted Employee Stock Purchase Program (DESPP)
  1. While we currently have an ESPP, we believe employees should have a discounted price to provide another investment option while growing the connection and responsibility for the company's performance.
  
12. Bridging retirement medical from 55 to 65
  1. This industry generates extreme wear and tear on our bodies. With bridging retirement medical plans, we can retire

early when our bodies cannot take any more wear but still maintain medical care until we qualify for Medicare.

13. Strong grievance and job protection language

1. Local Delta managers have become accustomed to treating us how they want without protecting the workers. It is time we took power in our collective hands and stood up to the bullying and vengeful managers.

14. MPS or scheduling program accessible on our phones and remote shift trading

1. It is an embarrassment that a multi-billion company still relies on paper trade slips and denies the employees who need flexibility the ability to trade shifts from home and with such strict timelines.
2. Unionized carriers can check their schedules from anywhere in the world
3. Unionized carriers also allow shift trades up to 2 hours before the shift starts and have been operating that way for YEARS.

15. Greater control when creating bids and schedules

1. Across the system, 40-hour schedules have been systematically reduced or replaced with 20, 24, and 32-hour schedules to minimize Delta's benefits payout. We deserve the right to design our operational schedules with the workers' needs in mind. Not everyone wants a 40-hour schedule, but everyone who does deserves the opportunity to have it.
2. This also allows us to create schedules that work with other jobs and give our seasonal employees consistent expectations and availability.

16. Safety committees and policies created by the workers on the floor

1. We have all been subjected to pointless new policies and procedures created by people who work in an office rather than in the operation. Rather than the reactionary policies Delta has now, we want committees of actual workers to address and implement common sense procedures.

17. Station-specific bid and scheduling committees

1. Committees comprised of employees at each station to constantly evaluate and provide feedback on the split of full-time, part-time, and new hire schedules.
2. They would also play a significant role in creating bids to ensure hours don't disappear or leave us at Delta's mercy to shape our lives.

18. Short hours, lunches, time slips

1. Beyond hourly wages, our unionized peers have multiple ways to earn more daily pay. If your lunch doesn't land between your 3rd and 5th hour, you get that time paid at the OT rate. Need to stay 10 minutes past your shift to finish a flight? Get paid for the entire hour. If a manager works a flight, that means that OT was denied to someone, so the next person on the OT signup would get time paid to them. That's thousands of dollars extra each year.

19. Longevity and contract bonuses

1. Bonuses are paid out on the employee's date of employment to celebrate another year of service.
2. Bonuses are paid at the ratification of each contract