

# TOP 4 FACTS ABOUT THE IAM

The International Association of Machinists (IAM) is seeking to become the sole representative of ACS ramp and cargo employees. Here are four key things to know.



## DELTA HAS DELIVERED BETTER PAY AND PROFIT SHARING.

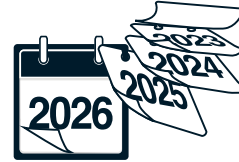
- Delta ramp and cargo agents get more than IAM-represented peers at United and American. Top-of-scale total cash compensation is \$77,931 compared to \$71,614 at American and \$69,845 at United.\*

\*Assuming 2,080 annual working hours at top of scale. Includes profit sharing and shared rewards.

# 3x

## IAM HAS TRIED THIS AT DELTA BEFORE AND FAILED.

- This is IAM's third attempt to organize ramp and cargo employees at Delta, following a lost election in 2010 and an unsuccessful card-collection effort in 2019.



## UNION NEGOTIATIONS CAN TAKE YEARS.

- During union contract negotiations in the airline industry, there are typically few improvements to pay, benefits or work rules.



## IAM PROMISES JOB SECURITY, BUT DOESN'T ALWAYS DELIVER.

- While Delta didn't furlough during the pandemic, IAM-represented carriers did.
- But it's not just the pandemic. IAM carriers like Alaska and United have outsourced thousands of jobs in recent years. In fact, Alaska's IAM-represented ramp is half what it was 10 years ago due to outsourcing, meanwhile Delta has insourced 2,000 jobs over the past five years.



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