



# International Association of Machinists & Aerospace Workers

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## **SUPPORT DELTA AIR LINES' WORKERS SEEKING A VOICE ON THE JOB**

The IAM urges Congressional support for the thousands of Delta Air Lines' workers who are seeking union representation. The IAM has formed a coalition with the Association of Flight Attendants-CWA and the International Brotherhood of Teamsters to organize about 55,000 Delta workers. For the IAM, that would be roughly 19,000 Delta Ramp, Cargo and Tower Operations workers employed by the nation's third largest carrier.

### **What's Happening Now?**

- Due to the Railway Labor Act (RLA), the federal law that governs union organizing in the airline industry, each group must organize separately, by "class and craft."
- The organizing campaigns are in the "card signing phase," which is when an employee can indicate their interest or support to start and join a union.
- Under the RLA, at least 50 percent of a class and craft of workers must sign election authorization cards before a representation election is conducted by the National Mediation Board (NMB).
- Once an election is conducted, a majority of those voting must vote YES to gain union representation.

### **What's Congress done this year to help Delta workers?**

- In May, a group of 25 U.S. Senators wrote a joint letter urging Delta to remain neutral in union organizing campaigns for workers at the carrier.
- This Senate letter was just months after a bipartisan group of more than 150 U.S. House members called on Delta to remain neutral.

### **What More can Congress do to help Delta workers?**

Members of Congress can continue to show their support by rallying behind these Delta workers seeking a voice in the workplace. Lawmakers are encouraged to join workers at the series of rallies at airports across the U.S. Members of Congress can use social media posts of support for the workers seeking union representation.

### **Facts about Delta:**

- Delta is the only U.S.-based mainline carrier where flight attendants, fleet service, and mechanics are not represented by a union – only 20 percent of Delta workers (pilots and dispatchers) are unionized.
- The IAM has assisted the Delta ramp workers to attain union representation since 2010 after the merger with Northwest Airlines and the subsequent loss of representation.
- Delta has ramp service agents at 46 locations from San Juan, PR to Honolulu, HI.
  - o This includes hubs in Atlanta (6,000 workers); New York (2,800 workers); Detroit (1,800 workers); Minneapolis (1,300 workers); Salt Lake City (1,300 workers); Los Angeles (1,000 workers); Seattle (800 workers); Boston (700 workers); and Orlando (300 workers).

For more information, visit [www.iamdelta.net](http://www.iamdelta.net) or call IAM Air Transport Coordinator James Carlson at (301) 967-4560 or [jcarlson@iamaw.org](mailto:jcarlson@iamaw.org).





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## **IAM DEMANDS NO MORE TAX BREAKS FOR UNION BUSTING**

**Position:** The IAM supports the legislation **No Tax Breaks for Union Busting (H.R. 5456/S. 737)**, also known as NTBUB, which would amend federal tax laws to end deductions for the expenses that companies accrue in efforts to dissuade or coerce their workers from exercising their collective bargaining rights. The bill has been introduced in the Senate by Sen. Bob Casey (D-PA), and in the House by Reps. Donald Norcross (D-NJ), Judy Chu (D-CA) and Brendan Boyle (D-PA).

The NTBUB bill would:

- Classify business' interference in worker organization campaigns as political speech under the tax code and therefore not tax deductible.
- The legislation would also establish IRS reporting requirements for employers who intervene in protected labor activities.

The legislation is long overdue. It's unfair that corporations get public subsidies (tax breaks) to hire persuaders (consultants) to convince workers to not exercise their rights to form a union and collectively bargain. These companies like Amazon can simply write them off as a business expense, which is therefore eligible for a tax deduction.

It has been reported that companies spent about \$340 million annually on union-busting activities, including the hiring of outside consultants.

These millions are often spent for companies to violate federal labor law. A 2019 report by the Economic Policy Institute (EPI) concluded that employers were charged with violating federal laws in nearly 42 percent of all union election campaigns in 2016 and 2017. That included actions such as coercion, threats, and retaliation.

**The IAM urges you to support and co-sponsor the No Tax Breaks for Union Busting Act (H.R. 5456/S. 737).**