

# THE GIVE AND TAKE—WHAT TIMING!

2002

## DELTA UNION ELECTION 2/1/2002

### July 1, 2002:

- X Longer waits to protect pay in trip cancellations.

### August 2, 2002:

- X Notice! Medical, sick leave, vacation benefits to change.

### August 15, 2002:

- X Doctor's note required for all sick calls around holidays, vacation, leave.

2003

### January 1, 2003:

- X Medical benefit changes: higher deductibles and out-of-pocket expenses.

### March 2, 2003:

- X IAH, MSY, ORD, PDX, SEA bases closed – NYC only option for transfer.

### July 1, 2003:

- X Defined benefit pension changed to cash balance plan.



## TIMELINE KEY

- X = Taken Away
- ✓ = Restored
- = New Program

2004

### January 1, 2004:

- X Sick leave changed to "Certified sick leave bank."

### February - March 2004:

- X 30 in 7 Credit Rig: eliminated.
- X 1 for 4 Credit Rig: eliminated [since returned].
- X 1 for 2 Credit Rig: eliminated [since returned but does not apply to short layovers].
- X Minutes Under by Segment Credit Rig: eliminated [returned 01JUL08].
- X 6th week of vacation eliminated.

### July 1, 2004:

- X New "Blended Pay" system results in less pay for most flight attendants.
- X Auxiliary flight attendants: \$2 less per hour on all pay levels.
- X Preferential Bidding System negates seniority.
- New Ready Reserve A-Day System, increases those covered by reserve to over 50% in some bases.

2005

### January 1, 2005:

- X 10% pay cut.

### January 31, 2005:

- X Training pay for travel days changed to flat \$50.

### September 30, 2005:

- X Accident Leave eliminated.

### November 1, 2005:

- X More pay cuts: 10% for top-scale flight attendants, 9% for others.
- X Eliminated: Longevity Pay, International Pay [returned 01JAN08 at a lower rate], Night Pay, Delay Pay.
- X Holding Pay reduced by 9%.
- X Per Diem pay reduced to \$1.85/hour, \$2.40/hour transoceanic.

### November 15, 2005:

- X Trips Missed Pay for Vacations eliminated.
- X Fewer vacation weeks available in May, July, August and December.

### December 31, 2005:

- X Pension Plan for noncontract employees frozen.

2006

### January 1, 2006:

- X Auxiliary Program eliminated.
- X Enhanced Medical Option eliminated.

### March 31, 2006:

- X 5th week of vacation eliminated.
- X Future vacation accrual capped at four weeks.

### April 1, 2006:

- X Authorized Leave replaced with holiday pay for company-designated holidays.
- X Certified sick banks become fixed career banks. Once sick leave used, no more available.
- X Non-certified time replaced by Paid Personal Time (PPT), with annual bank of 27.5 hours for illness, injury, personal time.
- X Employees must now purchase short-term disability.
- X Long-Term Disability pay for 50% earnings; flight attendants required to pay to get 60% earnings.

### April 30, 2006:

- X MIA closed.

### May 1, 2006:

- Alternate Flying Program (AFP) bases opened, with more stringent criteria for AFP-selected flight attendants.

2007

## Preparing for union vote, Delta restores some pay and benefits.

### July 1, 2007:

- ✓ 4% base pay raise.
- ✓ Sick leave increased from 27:30 hours to 42 hours per year.
- ✓ 1 for 3.5 duty rig returned.
- ✓ 1 for 2 duty rig returned.
- ✓ 8 hour rest behind doors, 10 hours rest after 16-hour duty.

2008

## UnitedHealthcare becomes provider for all healthcare plans.

### January 1, 2008:

- ✓ Sick days increased to 7 days per year (42 hours per year), paid at trips missed until non-certified bank gone.
- ✓ Pre-plotted PPT days (prior to bid closing) pay increased from 5:30 to 6:00 per day.

## DELTA UNION ELECTION 5/28/08

### June 12, 2008:

- X Administrative Action Guidelines changed.
- X ALL disciplinary actions now maintained in personnel file for the duration of employment at Delta.

2009

## PENDING DELTA UNION ELECTION

### January 1, 2009:

- ✓ 3% restorations are given to non-contract employees as a way to undermine discussions about representation.

### March 2, 2009:

- ✓ Jury duty pay increased to 6 hours per day.

2010

- ✓ Announced in a 11/17/08 memo, on **March 31st, 2010** "Certified Time banks, previously frozen, will now have the ability to grow up to a maximum of 1200 hours." Sedgwick approval needed first to begin using Certified Time.
- ✓ Under the guise of "industry standard" pay increases, Delta announces a 2-5% pay *restoration*. The "planned" restoration is set for **October 1 2010**—after the busy summer flying months have concluded. The October implementation date has many asking, "Why not now?"

**DeltaAFA Representation**  
Opportunity. Unity. Respect.