

# United States Senate

WASHINGTON, DC 20510

May 15, 2024

Mr. Ed Bastian  
CEO  
Delta Air Lines  
1030 Delta Boulevard  
Atlanta, GA 30354

Dear Mr. Bastian:

We are writing regarding the efforts of Delta employees to organize a union and to encourage Delta to respect the voices of your employees, our constituents, by pledging not to interfere in any union organizing activities by adopting a neutrality agreement.

We understand that Delta employees announced a coordinated campaign to organize a union in November 2022, including Delta flight attendants, fleet service workers, and technicians. Unfortunately, our constituents have informed us about Delta's history of deploying unionbusting tactics, including threatening employees with termination of their benefits, distributing anti-union literature, and hosting an anti-union website.<sup>1</sup> These retaliatory actions are hostile to workers' rights, and we urge you to commit to implementing a neutrality agreement with regard to these union organizing efforts.

A neutrality agreement simply consists of an employer agreeing not to engage in pre-election activities that influence workers' freedom to form a union. Your commitment to neutrality would ensure that management does not pressure workers into voting against unionization or delaying the election process. We believe a neutrality agreement is the bare minimum standard that Delta should meet in respecting workers' rights and to comply with the Railway Labor Act's directive to not "interfere... influence or coerce" its employees in their choice of representative.<sup>2</sup>

All workers should have the free and fair choice to join a union, as is required by law. We strongly urge you to adopt a neutrality agreement with regards to any efforts by your employees to unionize and to commit to negotiating in good faith if your employees do choose to form a union.

Thank you for your time and attention to these important issues.

Sincerely,

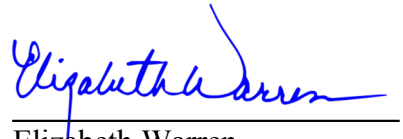
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<sup>1</sup> The Washington Post, "Delta told workers to save up for football, beer and video games instead of joining a union. It didn't go well," Eli Rosenberg, May 10, 2019, <https://www.washingtonpost.com/business/2019/05/10/delta-told-workers-save-up-football-beer-video-games-instead-union-it-didnt-go-well/>; Vox, "Delta told its workers to buy video games instead of unionizing," Gaby Del Valle, May 10, 2019, <https://www.vox.com/the-goods/2019/5/10/18564745/delta-anti-union-video-game-poster>; The Guardian, "Delta workers seeking to unionize say they are 'under siege' by management," Michael Sainato, June 12, 2019, <https://www.theguardian.com/us-news/2019/jun/12/delta-workers-pro-union-report-threats-management>.

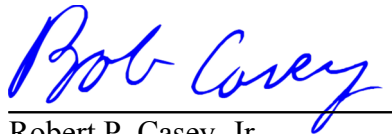
<sup>2</sup> 45 USC §152. General duties



Cory Booker  
United States Senator



Elizabeth Warren  
United States Senator



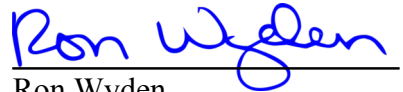
Robert P. Casey, Jr.  
United States Senator



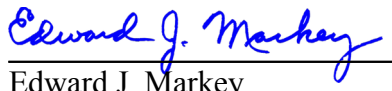
Sherrod Brown  
United States Senator



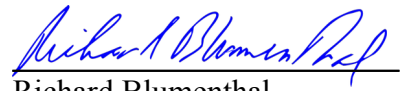
Bernard Sanders  
United States Senator



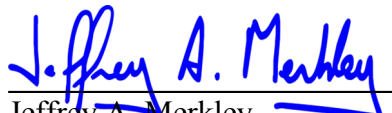
Ron Wyden  
United States Senator



Edward J. Markey  
United States Senator



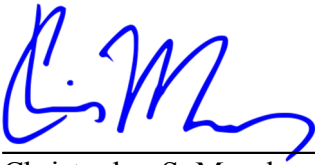
Richard Blumenthal  
United States Senator



Jeffrey A. Merkley  
United States Senator

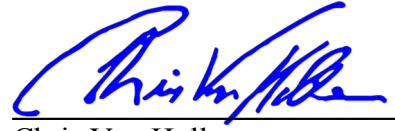


Tammy Baldwin  
United States Senator



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Christopher S. Murphy  
United States Senator



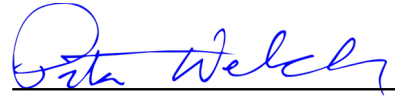
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Chris Van Hollen  
United States Senator



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Gary C. Peters  
United States Senator



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Peter Welch  
United States Senator



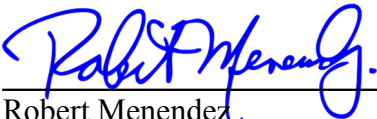
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Debbie Stabenow  
United States Senator



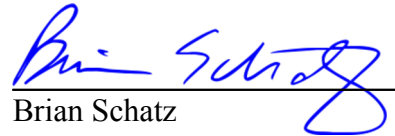
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Mazie K. Hirono  
United States Senator



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Robert Menendez  
United States Senator



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Brian Schatz  
United States Senator



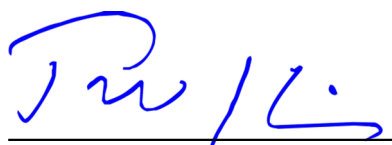
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John Fetterman  
United States Senator



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Benjamin L. Cardin  
United States Senator



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Tim Kaine  
United States Senator



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Kirsten Gillibrand  
United States Senator



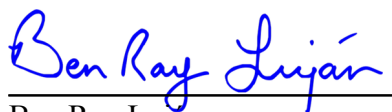
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Tammy Duckworth  
United States Senator



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Alex Padilla  
United States Senator



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Ben Ray Lujan  
United States Senator