

Congress of the United States
Washington, DC 20510

February 12, 2024

Mr. Ed Bastian
CEO
Delta Air Lines

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 union-busting tactics, including threatening employees with termination of their benefits, distributing anti-union literature, and hosting an anti-union website.¹ 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.²

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.

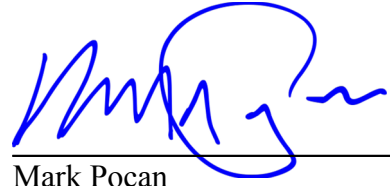
Sincerely,

¹ <https://www.washingtonpost.com/business/2019/05/10/delta-told-workers-save-up-football-beer-video-games-instead-union-it-didnt-go-well/> and <https://www.vox.com/the-goods/2019/5/10/18564745/delta-anti-union-video-game-poster> and <https://www.theguardian.com/us-news/2019/jun/12/delta-workers-pro-union-report-threats-management>

² 45 USC §152. General duties



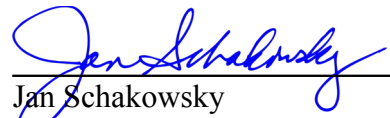
Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



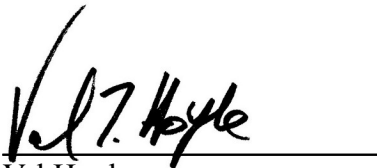
Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



Jan Schakowsky
Member of Congress



Val Hoyle
Member of Congress



Eleanor Holmes Norton
Member of Congress



Adriano Espaillat
Member of Congress



Rashida Tlaib
Member of Congress



Pramila Jayapal
Member of Congress



Ro Khanna
Member of Congress



André Carson
Member of Congress



Barbara Lee
Member of Congress



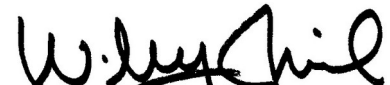
Maxine Waters
Member of Congress



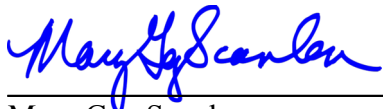
Katie Porter
Member of Congress



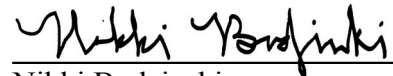
Dan Goldman
Member of Congress



Wiley Nickel
Member of Congress



Mary Gay Scanlon
Member of Congress



Nikki Budzinski
Member of Congress



Adam B. Schiff
Member of Congress



Gerald E. Connolly
Member of Congress



Jason Crow
Member of Congress



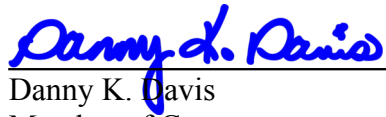
Brian Fitzpatrick
Member of Congress



Betty McCollum
Member of Congress



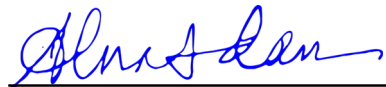
Robert J. Menendez
Member of Congress



Danny K. Davis
Member of Congress



Chris Deluzio
Member of Congress



Alma S. Adams, Ph.D.
Member of Congress



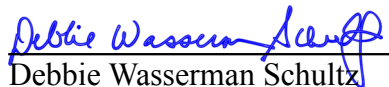
Robert Garcia
Member of Congress



Seth Magaziner
Member of Congress



Emanuel Cleaver, II
Member of Congress



Debbie Wasserman Schultz
Member of Congress



Kevin Mullin
Member of Congress



Jesús G. "Chuy" García
Member of Congress



Summer Lee
Member of Congress



Dina Titus
Member of Congress



Valerie P. Foushee
Member of Congress



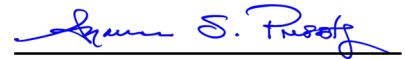
Grace F. Napolitano
Member of Congress



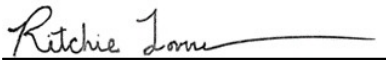
Donald M. Payne, Jr.
Member of Congress



Jamaal Bowman, Ed.D.
Member of Congress



Ayanna Pressley
Member of Congress



Ritchie Torres
Member of Congress



Bradley Scott Schneider
Member of Congress



Andrea Salinas
Member of Congress



Brad Sherman
Member of Congress



Eric Swalwell
Member of Congress



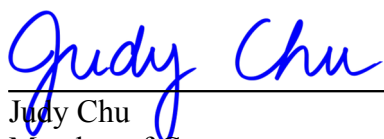
Patrick Ryan
Member of Congress



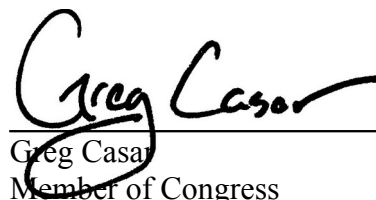
Josh Gottheimer
Member of Congress



John Garamendi
Member of Congress



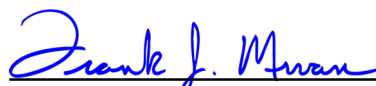
Judy Chu
Member of Congress



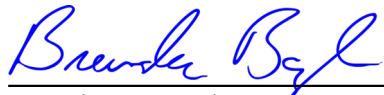
Greg Casar
Member of Congress



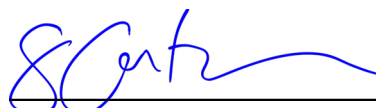
Donald S. Beyer Jr.
Member of Congress



Frank J. Mrvan
Member of Congress



Brendan F. Boyle
Member of Congress



Sean Casten
Member of Congress



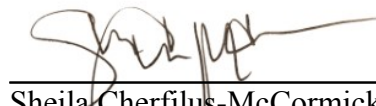
Maxwell Alejandro Frost
Member of Congress



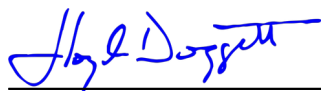
Delia C. Ramirez
Member of Congress



Marcy Kaptur
Member of Congress



Sheila Cherfilus-McCormick
Member of Congress



Lloyd Doggett
Member of Congress



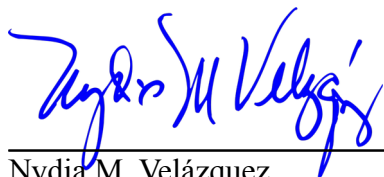
James P. McGovern
Member of Congress



Ilhan Omar
Member of Congress



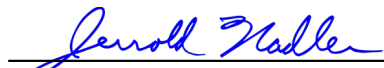
Jamie Raskin
Member of Congress



Nydia M. Velázquez
Member of Congress



Emilia Strong Sykes
Member of Congress



Jerrold Nadler
Member of Congress



Haley M. Stevens
Member of Congress



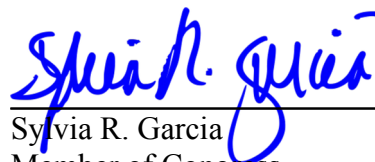
Bonnie Watson Coleman
Member of Congress



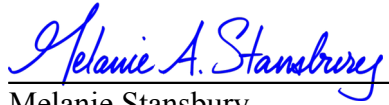
Adam Smith
Member of Congress



Joyce Beatty
Member of Congress




Sylvia R. Garcia
Member of Congress



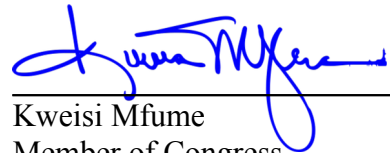
Melanie Stansbury
Member of Congress



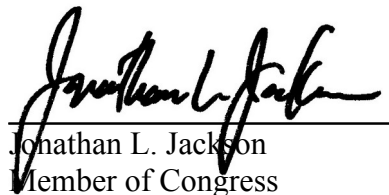
Rosa L. DeLauro
Member of Congress




Raúl M. Grijalva
Member of Congress



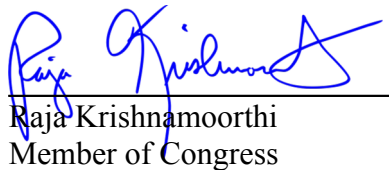
Kweisi Mfume
Member of Congress



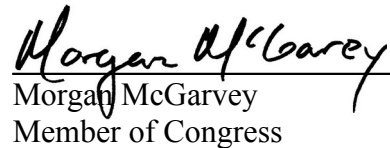
Jonathan L. Jackson
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



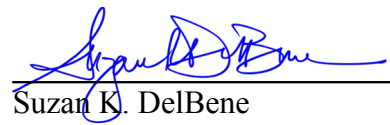
Raja Krishnamoorthi
Member of Congress



Morgan McGarvey
Member of Congress



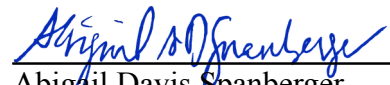
Frank Pallone, Jr.
Member of Congress



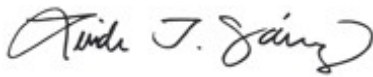
Suzan K. DelBene
Member of Congress



Sheila Jackson Lee
Member of Congress



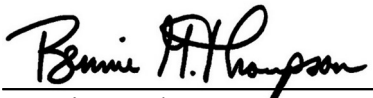
Abigail Davis Spanberger
Member of Congress



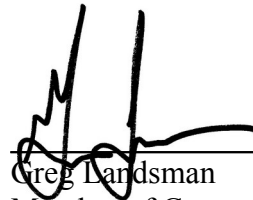
Linda T. Sánchez
Member of Congress



Colin Z. Allred
Member of Congress



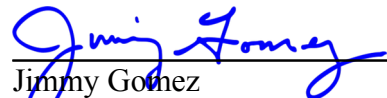
Bennie G. Thompson
Member of Congress



Greg Landsman
Member of Congress



Ted W. Lieu
Member of Congress



Jimmy Gomez
Member of Congress



Cori Bush
Member of Congress



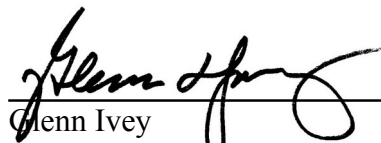
Eric Sorensen
Member of Congress



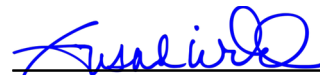
Sara Jacobs
Member of Congress



Frederica S. Wilson
Member of Congress



Glenn Ivey
Member of Congress



Susan Wild
Member of Congress



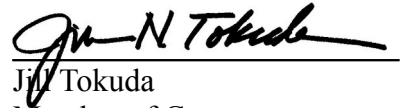
Joaquin Castro
Member of Congress



Joe Courtney
Member of Congress



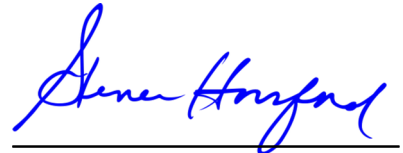
Mark DeSaulnier
Member of Congress



Jim Tokuda
Member of Congress



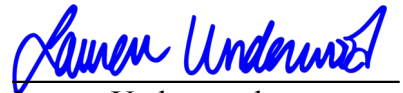
Shri Thanedar
Member of Congress



Steven Horsford
Member of Congress



Elissa Slotkin
Member of Congress



Lauren Underwood
Member of Congress



Mark Takano
Member of Congress



Darren Soto
Member of Congress



J. Luis Correa
Member of Congress



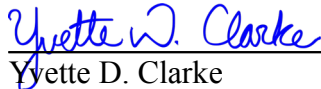
John B. Larson
Member of Congress



Stephen F. Lynch
Member of Congress



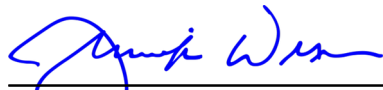
David J. Trone
Member of Congress



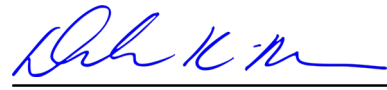
Yvette D. Clarke
Member of Congress



Robin L. Kelly
Member of Congress



Jennifer Wexton
Member of Congress



Deborah K. Ross
Member of Congress



Shontell M. Brown
Member of Congress



Dwight Evans
Member of Congress



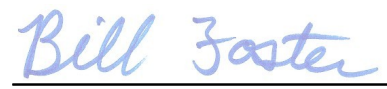
Bill Pascrell, Jr.
Member of Congress



Zoe Lofgren
Member of Congress



Troy A. Carter, Sr.
Member of Congress



Bill Foster
Member of Congress



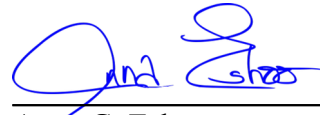
Chellie Pingree
Member of Congress



Donald G. Davis
Member of Congress



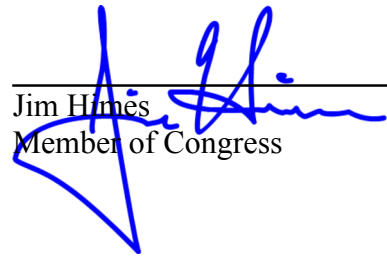
C. A. Dutch Ruppertsberger
Member of Congress



Anna G. Eshoo
Member of Congress



Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



Jim Himes
Member of Congress



Seth Moulton
Member of Congress



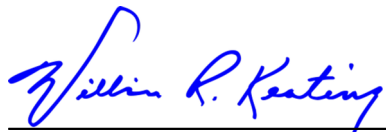
Gwen S. Moore
Member of Congress



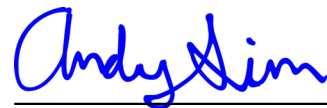
Gabe Amo
Member of Congress



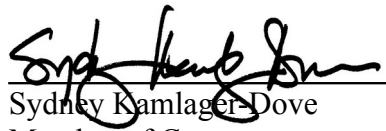
Norma J. Torres
Member of Congress



William R. Keating
Member of Congress



Andy Kim
Member of Congress



Sydney Kamlager-Dove
Member of Congress



Daniel T. Kildee
Member of Congress



Mikie Sherrill
Member of Congress



Jennifer L. McClellan
Member of Congress



John P. Sarbanes
Member of Congress



Scott H. Peters
Member of Congress



Marilyn Strickland
Member of Congress



Nanette Diaz Barragán
Member of Congress



Jared Huffman
Member of Congress



Chris Pappas
Member of Congress



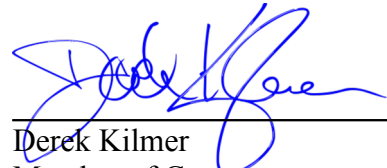
Ann McLane Kuster
Member of Congress



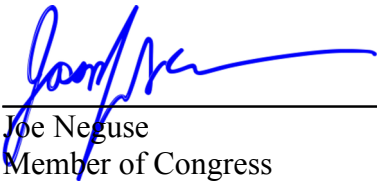
Tony Cárdenas
Member of Congress



Jared Moskowitz
Member of Congress



Derek Kilmer
Member of Congress



Joe Neguse
Member of Congress



Steve Cohen
Member of Congress