

Dear Colleague:

Labor Caucus Co-Chairs Reps. Donald Norcross, Mark Pocan, and Debbie Dingell invite you to sign the bellow letter encouraging Delta Airlines to adopt a neutrality agreement towards the ongoing campaign by its employees to form a union.

As you may know, Delta employees have been leading a coordinated campaign to form a union since November 2022, including among Delta flight attendants, fleet service workers, and technicians. Delta is the largest nonunion airline in the United States, and the company has a history of utilizing [anti-union tactics](#) and is again [facing allegations of union-busting](#) in response to this current organizing campaign.

This letter simply encourages Delta to respect the voices of its employees by pledging not to interfere in any union organizing activities by adopting a neutrality agreement. A neutrality agreement consists of an employer agreeing not to engage in pre-election activities that influence workers' freedom to form a union, and the letter emphasizes that a neutrality agreement is the bare minimum that Delta should meet to respect the rights of its employees.

The deadline to sign onto this letter is Friday, February 9. For more information or if you have any questions, please contact Tommy Wolfe, Executive Director of the Congressional Labor Caucus, at tommy.wolfe@mail.house.gov or (202) 870-8438.

Sincerely,

Donald Norcross	Mark Pocan	Debbie Dingell
Member of Congress	Member of Congress	Member of Congress

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 among Delta flight attendants, fleet service workers, and technicians.

Unfortunately, our constituents have written to us about Delta's long history of deploying union-busting tactics, including by threatening employees with termination of their benefits, distributing anti-union literature, and hosting an anti-union website. 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.

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.

[[CLOSING]]