

Congress of the United States
Washington, DC 20515

February 14, 2024

Mr. Ed Bastian
CEO
Delta Air Lines, Inc.
1030 Delta Blvd.
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, many of whom are our constituents, by pledging not to interfere in any union organizing activities and adopting a neutrality agreement.

In November 2022, we understand that Delta employees announced a coordinated campaign to organize a union, including among Delta flight attendants, fleet service workers, and technicians.

Adopting a neutrality agreement simply involves 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 would demonstrate Delta's respect of workers' rights and would comply with the Railway Labor Act's directive to not impact its employees in their choice of a workplace representative.

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

Thank you for your consideration of our position on this.

Sincerely,



Lori Chavez-DeRemer
Member of Congress



Brian Fitzpatrick
Member of Congress



Michael V. Lawler
Member of Congress



Don Bacon
Member of Congress



Marc Molinaro
Member of Congress