

Congress of the United States  
House of Representatives  
Washington, DC 20515-2302

March 27, 2024

Mr. Ed Bastian  
CEO  
Delta Air Lines

Dear Mr. Bastian:

I write to you today regarding the efforts of Delta employees to organize a union and to encourage Delta to respect the voices of your employees, my constituents, by pledging not to interfere in any union organizing activities by adopting a neutrality agreement.

I 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, I have heard from my constituents regarding Delta's history of deploying union-busting tactics, including distributing anti-union literature such as encouraging workers to buy a video game system rather than pay union dues and hosting an anti-union website citing "unions' empty promises."<sup>1</sup> These actions are hostile to workers' rights, and I 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. I 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. I urge you to adopt a neutrality agreement with regard 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.

Sincerely,



Angie Craig  
Member of Congress

<sup>1</sup> <https://www.nbcnews.com/business/travel/delta-urges-workers-pay-video-games-not-union-dues-n1004091&https://www.onefutureonedelta.com/content/ifs/en/employee-voices/flight-attendants.html>

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