

**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, MD 20772-2687

Area Code 301-967-4500

OFFICE OF THE INTERNATIONAL PRESIDENT

April 15, 2024

Dear Senator:

On behalf of the 600,000 active and retired members of the International Association of Machinists and Aerospace Workers (IAM), North America's largest air transport union, I write to urge you to join a letter led by Sen. Laphonza Butler (D-Calif.) that recognizes workers' rights at Delta Airlines. The letter urges the leadership of Delta Air Lines to pledge not to interfere in any union organizing activities by adopting a neutrality agreement.

Support from your esteemed Senate office would give a clear signal to all that the rights of workers to organize to form a union are rights that should and must be respected at Delta, which has a long history of opposing unionization at the carrier.

In 2022, the IAM, the Association of Flight Attendants-CWA (AFA-CWA), and the International Brotherhood of Teamsters (IBT) announced a coordinated campaign to support employees of Delta Air Lines who are working to organize their unions. About 55,000 Delta employees are actively organizing to join unions. Mechanics and related workers are organizing to join the IBT; ramp, cargo, and tower workers are seeking to join the IAM; and Delta flight attendants are organizing for representation with the AFA-CWA.

These are the workers that span across several of the Atlanta-based airlines' U.S. operations, including Hartsfield-Jackson Atlanta International (ATL), John F. Kennedy International Airport (JFK), Boston Logan International Airport (BOS), Detroit Metropolitan Airport (DTW), Los Angeles International Airport (LAX), Minneapolis-Saint Paul International Airport (MSP), Memphis International Airport (MEM), Salt Lake City International Airport (SLC) and Seattle-Tacoma International Airport (SEA).

This neutrality agreement would simply free Delta workers from intimidation and allow them a pathway to join a union and collectively bargain if they wish. This neutrality agreement request also comes after more than 150 members of the U.S House of Representatives signed a similar correspondence earlier this year, urging Delta leadership to adopt a neutrality agreement.

The House action came weeks after some Delta Air Lines' workers spoke before members of the Congressional Labor Caucus on Jan. 17, detailing some of the anti-labor measures at Delta.

This includes management threatening employees with disciplinary actions for union activities.

For all of these reasons, I urge you to join Senator Butler’s letter in support of Delta workers and their efforts to form a union. Below is a copy of the sign on letter. To sign on to the letter, please contact Carlo Jerome Juntilla in the Office of Senator Laphonza Butler at [Carlo Juntilla@butler.senate.gov](mailto:Carlo.Juntilla@butler.senate.gov) or 202-417-0901.

For more information, please contact IAM National Legislative and Political Director Hasan Solomon at 301-967-4575 or hsolomon@iamaw.org.

Sincerely,



Brian Bryant
IAM International President

April XX, 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.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.

¹ 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>.

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,

² 45 USC §152. General duties