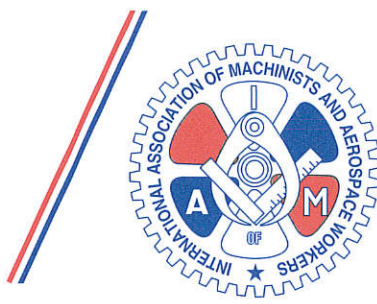


**International  
Association of  
Machinists and  
Aerospace Workers**



9000 Machinists Place  
Upper Marlboro, Maryland 20772-2687

Area Code 301  
967-4500



July 31, 2018

Subj: Delta Employee Rights

Andrea L. Bowman, Assistant General Counsel  
Delta Air Lines, Inc.  
P.O. Box 20574  
Atlanta, GA 30320-2574

Dear Ms. Bowman:

It will come as no surprise to Delta Airlines that the International Association of Machinists and Aerospace Workers (“IAM”) is vigorously organizing Delta employees, including the Flight Attendants and the Fleet Service employees. Because this is not your first go-around with labor unions, Delta is aware of its obligations under the Railway Labor Act (“RLA”), and in particular 45 U.S.C. Sections 152 Third and Fourth, to not interfere with your employees’ rights to select a representative of their own choosing. Specifically, Section 152, Third prohibits the carrier from interfering with, influencing or coercing the employees in their choice of a representative. Section 152, Fourth states that “[n]o carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to ...influence or coerce employees in an effort to induce them to join or remain or not to join or remain members of any labor organization.” 45 U.S.C. Section 152, Fourth.

Nevertheless, the IAM continually receives reports that some of your managers are doing just that. For example, in Milwaukee in June 2018, Delta managers went through the Ramp Agent’s locker room and removed and disposed of union authorization cards, union flyers and other union organizing materials. While the managers claimed that this was done as a “spring cleaning drive,” the very same managers took care not to dispose of non-union materials. Instead, Delta saved those non-union materials so that the employees could reclaim their materials.

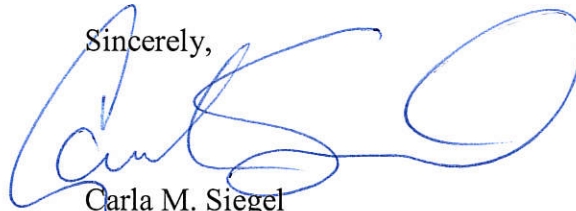
On June 9, 2018, a Delta Manager in Seattle told an employee whom he was disciplining “I know you’re a union guy.” He proceeded to try to influence this employee not to support the

union and concluded with “I’m going to get you over to the dark side.” Similarly in Minneapolis an active union organizer appears to have been targeted for unfair discipline based on his union organizing activities.

The IAM is aware of Delta’s advocacy policy. Pursuant to that policy, none of these events should have taken place. For example, Delta’s policy acknowledges that employees are allowed to have union materials in non-work, non-operational areas (such as a locker room) and, as such, they should not have been discarded by Delta’s management. The policy itself starts out acknowledging the right of its employees to support a union. Thus, a manager’s effort to interfere with an employee’s support of the union, especially combined at a time when he was being disciplined, is directly contrary to Delta’s own policies, in addition to its obligations under the Railway Labor Act. And of course, targeting active union supporters for unjust discipline is the epitome of interfering with their right to support a union. Thus, these actions by Delta Management violates Delta’s own policies in addition to the Federal law.

The IAM requests that you promptly remind your managers throughout the system that Delta employees including Flight Attendants and Fleet Service employees have the right to support the IAM without interference, influence or coercion from Management. In addition, federal law and internal policy protects the right of all Delta employees to show their support for the IAM by wearing IAM pins at work and to voice their support for the IAM or even to advocate that others join them in that support during non-working times in non-work areas.

Sincerely,



Carla M. Siegel  
DEPUTY GENERAL COUNSEL

CMS/asb

Cc GVP Pantoja  
COS Tiberi  
AAC Carlson