

Delta Policy

Excerpts of memo from Walter Brill – Delta Legal Department

Delta has rules that accommodate employees' rights to advocate – or oppose – a union, as well as Delta's right to serve our customers and to avoid disruption of operations.

- They may not engage in organizing activity on working time or in working areas. With respect to aircraft, a few individuals have suggested that when flight attendants are done with their duties, they are not on "working time." From a legal standpoint, an aircraft is always a working area and therefore organizing activity, solicitation, and handing out materials is not permitted on the aircraft. The only non-working areas on Delta premises in the airport terminals are break areas or lounges. If employees wish to engage organizing activity on Delta premises they are restricted to doing so in break areas. For flight attendants, this is in the flight attendant lounge.
- Employees may engage in organizing activities in the parking lot or on the employee bus, but they are not permitted to do so in a way that interferes with others, such as seeking to stop cars entering or exiting the parking lot.
- Employees who wish to advocate or oppose a union can talk to people who are willing to be talked to, can engage in discussions, and hand out materials, but cannot solicit to those employees that make it clear they are not interested. Off Delta premises, employees have the right to engage in solicitation, but it cannot be unwelcome. For example, if they go to another employee's house, and the employee says they are not interested, then the person would have to leave promptly.
- Non-employees, unless they are invited by Delta, or have a valid business reason to be on Delta's premises, should not be on Delta premises in secured areas, such as secured employee areas. Non-employees, such as AFA professional organizers, have the right to engage in organizing activity over the phone, or off Delta premises, but not if it is unwelcome. The AFA has a history of contacting employees via telephone or showing up at the employee's home uninvited. If there are people who object to this, please contact In-Flight Service management or the legal department and we will do whatever is appropriate to make sure that uninvited solicitation does not occur.
- With regards to displays of union materials, insignia, or buttons on uniforms or in working areas, Delta has adopted a policy similar to the rules regarding pilot uniforms. No buttons, articles of clothing or other advocacy materials, such as hats or t-shirts, bearing either pro-union or anti-union messages or insignia is permitted in work areas or on work uniforms except for small jewelry, no larger than a lapel pin, that may have an unobtrusive insignia.