

LEGAL DOs AND DONT'S -- AFA LOUNGE ACTIVITY

Lounge activity is a necessary and important part of organizing. It is *the most* effective way to reach our colleagues. You have the LEGAL RIGHT to organize; management's attempt to impede organizing is a VIOLATION of your rights according to the Railway Labor Act. "No 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 interfere in any way with the organization of its employees..."

There are, however, guidelines that must be followed. You may *not* organize in designated "work areas." While there is some dispute between AFA and Delta regarding what constitutes a work area, Delta defines these areas as the following:

- briefing rooms
- lounge computers
- mailboxes
- onboard the aircraft
- gatehouses

You may not use company property (i.e. computers, company email, mailboxes) to communicate union information.

You MAY engage in union activity in:

- Non-working areas of the lounge (areas except those listed above)
- Employee parking lots, as long as it does not interfere with others (i.e., stopping cars exiting or entering the parking lot.)
- Layover hotels or crew vans
- Commuter hotels
- Concourse areas of the airport, however, a permit from the airport authority must be obtained first.

DELTA RESPONSE TO LOUNGE ACTIVITY

Delta WILL actively interfere with your right to organize. They WILL attempt to restrict where you may speak with your colleagues in the lounge. They WILL attempt to intimidate you by congregating in groups to watch your activities. Because of this, it is important that all acts of interference are documented by filing an Interference Report. As *agents* of Delta, supervisors or managers may not:

- Coerce flight attendants from exercising their right to choose a collective bargaining representative. (AFA)
- Question flight attendants about their union sympathies
- Order flight attendants to remove AFA insignia from their uniform, luggage or personal bags
- Interfere with flight attendants who wish to discuss AFA in the crew lounge and in other non-working areas.

Interference by agents of Delta may include telling union supporters to cease activities in non-working areas, intimidation of union supporters by surveillance of lounge activity

and intimidation of our colleagues to speak to union supporters because of this surveillance.

UNION SUPPORTER RESPONSE TO INTERFERENCE

If a supervisor or management's representative tells you to leave, or tells you to stop organizing activity:

- DON'T be insubordinate. If you are given a direct order, you *must* comply. Don't be a hero. Call AFA immediately at 800-424-2401 so our legal department can follow up. Do as you are instructed and then file an Interference Report.
- DO get a pad of paper. Note the agent's name and the time. *Calmly* ask for specifics: ask them to repeat what you cannot do; where you cannot be; what company policy is being relied upon. Write down what you are told.
- DO point out, respectfully, that you have a RIGHT to engage in this activity under Delta policy and under the Railway Labor Act.
- DON'T be argumentative, rude, sarcastic, etc. Maintain professionalism in all dealings with Delta management.

Activity in the crew lounge will be challenging, but be armed with the confidence that the law is on OUR side. When agents attempt to interfere, they are sending our colleagues present an important message: they will stop at nothing, not **even violating our rights**, to prevent us from having a say in our careers and our futures.