



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

501 Third Street, NW, Washington, DC 20001-2797

afacwa.org | PHONE 202 • 434 • 1300

November 1, 2019

Peter W. Carter  
Chief Legal Officer  
Delta Air Lines, Inc.  
1030 Delta Blvd.  
Atlanta, GA 30320

Re: AFA Organizing Campaign with Delta Flight Attendants

Dear Mr. Carter:

In response to overwhelming interest by Delta Air Lines' Flight Attendants, the Association of Flight Attendants-CWA, AFL-CIO ("AFA") is writing to inform you it has initiated a campaign to become their collective bargaining representative. The Delta Flight Attendants believe that now, more than ever, a strong collective bargaining agreement with management is necessary to improve their pay, working conditions and involvement in determining their future at Delta.

We trust that Delta management will respect its Flight Attendants' legal rights under the Railway Labor Act, 45 U.S.C. § 151, et seq, to make their decision on Union representation in a workplace environment that is free from management interference, coercion or undue influence. Specifically:

- It is well-established law the employees may wear a discrete union insignia while on duty. Since at least the 1990s Delta Flight Attendants have been wearing the AFA pin on their uniforms. Union activists are also assured the right to advocate for the union without fear of retaliation of any kind. It has been our experience that Delta knows and respects these rights well.
- Flight Attendant crew lounges, and other non-work areas are places where Flight Attendants are permitted under law to openly and freely discuss issues of mutual concern, including the decision to choose a bargaining representative. We have worked with Delta in the past to confirm these non-work locations and resolve any issues. Please let us know if you have any concerns during the campaign so we can work with you to exercise our rights and ensure company business continues without issue.
- Social Media is a common forum for Flight Attendants to discuss workplace issues. A fair and free representation election depends on a robust exchange of ideas. Limiting those discussions would interfere with the representation process.

If Delta were to deny or interfere with any protected activity the Union would of course have to intervene to uphold the Flight Attendants' legal rights. The Union trusts and expects those issues can be avoided and we look forward to working together to ensure a fair and free representation process.

If you have questions about the AFA campaign or wish to discuss these issues, please contact me at any time. AFA looks forward to building a productive relationship with Delta management.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ed Gilmartin'.

Edward Gilmartin  
AFA-CWA General Counsel

AVIATION'S FIRST RESPONDERS

