



Policies Regarding Advocacy Activities on Delta Premises

These policies are designed to accommodate employees' rights to support or oppose a union, or simply to be left alone, as well as Delta's right to serve our customers and to avoid the disruption of operations.

Solicitation or Advocacy Activities

By Delta Employees

Advocacy activities by Delta people on Delta premises are permitted only in non-work and non-operational areas, such as lounges. Advocacy activities may never be undertaken in a harassing manner or in a manner that interferes with Delta people who do not wish to be solicited, whether on Delta premises or elsewhere.

- Work areas include the aircraft, gatehouses, jetways, briefing rooms, and the ramp.
- If an area in a lounge or break room is used for work and non-work purposes, advocacy activities are permitted in that area only when it is not being used for work purposes.
- In order to help assure that lounge facilities are available to all for purposes of relaxation, displays of materials (including signs) are not permitted to be set out on tables or elsewhere.
- Leaders have the right to restrict congestion in lounges, to assure that facilities are available for all and to provide for quiet areas for flight attendants where advocacy activities may not occur.
- Activities must not be unprofessional, offensive, or inflammatory.

By People Other Than Delta Employees