



September 6, 2023

Joanne Smith, Executive Vice President and Chief People Officer  
1030 Delta Blvd.  
Atlanta, GA 30354

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Ms. Smith:

The Atlanta Organizing Committee writes to you in unity. Delta Air Lines management continually claims that it respects our federally protected right to form a union. However, in practice, Delta management's actions say otherwise. In our view, Delta management and its "union-avoidance" consultants continually mislead, misinform and interfere with our efforts to unionize.

Examples of this type of interference and influence, in our opinion, are management's "News on the Fly" breakroom stands and other internal communications; management's surveillance of employees at union rallies; management's breakroom meetings to influence our collective decision to request a union election take place; management's chilling new hire anti-union orientation to influence Delta's newest employees from joining a union; Delta management's newly formed "Engagement Team," whose sole aim is to influence us and deter our efforts to have a union election, among many other management measures to influence our decision on union representation.

There is little doubt, considering our collective experiences, that Delta management is attempting to influence and coerce Delta workers from organizing a union and gaining collective bargaining rights. How do you, Ms. Smith, square these actions with Delta management's claim to respect our federally protected right to join a union free from interference, influence and coercion?

We have a solution to ensure that Delta management is living up to our values of Honesty, Integrity Respect, Perseverance and Servant Leadership and complying with federal law.

We respectfully request that Delta management grant access to IAM representatives to Delta Air Lines breakrooms, or other areas inside the airport that Delta workers can easily access, free from the watchful eye of Delta management. We also ask that management allow the choice of whether or not to unionize to us, Delta workers. Allow us to freely share information on unionization in non-work areas, during non-work times; allow us the freedom to speak with IAM representatives and get information free from fear and interference at the workplace, during our non-work times, in a non-work areas. Let's level the playing field and respect each other, so everyone can make an informed choice on union representation.

By choosing this path, Delta management can truly respect our right to form a union and Delta management can begin to genuinely act in accordance with our stated values.

We look forward to your answer to our request.

Respectfully,

The ATL Ramp Organizing Committee