

Delta's Position on Union Organizing and Advocacy

Delta is widely recognized as a great place to work – and a great airline to fly – because our unique culture is centered on taking care of our people so that they can take care of our customers. From historically providing industry leading total compensation, including sharing more of the company's profits than any other airline, to benefits that care for our employees' physical, emotional, social and overall financial wellbeing, Delta supports our people throughout their career. We believe that the record has shown our people and company do better when Delta leaders and Delta people work directly together.

Delta supports employees' right to choose whether or not union representation is right for them without interference or coercion, including when employees express an interest in joining a union or work on unionization. Delta complies with U.S. labor law, which recognizes the right of employees "to organize and bargain collectively through representatives of their own choosing" without interference from their employer.

Because this is an important decision, it is necessary that Delta people have accurate information when making it, which is why, in compliance with the law, Delta shares facts, our views of union representation, and the impact it believes unionization may have on how we work together. Delta treats all employees equally and with respect. To that end, Delta engages in good faith with the labor unions at the Company and communicates to employees in a respectful and factual way. Delta also has written policies that support our people's right to advocate for or against union representation:

- Solicitation and advocacy activities by Delta people on Delta premises are permitted, regardless of an employee's support for or against union representation. These activities, including distribution of advocacy information, should occur in non-work and non-operation areas, such as break rooms and employee lounges. Advocates can of course conduct organizing efforts outside of Delta workspaces on personal time.
- Employees may display their support for a union or other cause on their uniform via a lapel pin of the appropriate size. Other items (such as clothing) that express support for or opposition to a union may be worn or displayed in non-work areas. Employees may also choose to maintain confidentiality of their choice related to unionization, if they wish.
- Delta does not tolerate harassment, bullying, or intimidation of any employee, whether advocating for or against a union. Similarly, Delta does not require attendance at meetings that discuss the role that unions might play in the company and it ensures that employees that are seeking unionization are treated no differently than their peers. Employees seeking unionization will face no negative repercussions for doing so.