

United States Senate

WASHINGTON, DC 20510

May 23, 2024

Ed Bastian
CEO
Delta Air Lines
1030 Delta Boulevard
Atlanta, GA 30354

Dear Mr. Bastian,

I write regarding ongoing efforts to organize Delta Air Lines' non-unionized employees in Georgia. I am proud that Delta Air Lines ("Delta") and its employees call Georgia home, and it is an honor to represent you and your Georgia-based employees in the United States Senate.

It is my understanding that a number of non-union workers at Delta are taking steps to organize and join a union. These moments represent democracy in the workplace. When these organizing efforts and elections occur, there are often unfortunate reports of threats or other undue pressure being placed on workers who will be voting. It has been a priority of mine, both before coming to the Senate and since my election, to do all I can to promote free and fair elections. That applies whether an election is for state, local, or federal office, or on the topic of whether workers will vote to support or oppose joining a labor union.

As an advocate for healthy labor relations and the dignity of work, I encourage Delta to remain a good faith partner as these discussions continue and to respect the decision of its workers, regardless of the outcome, just as I ask of those leading organizing efforts. It is important that both the letter and the spirit of all applicable laws intended to protect workers are followed, and that the workers can make their own choices free of undue coercion.

I believe that you and I share a common goal of ensuring a workforce that is safe, healthy, earning a livable wage, and happy in their chosen careers—all while providing world-class commercial air travel service to your customers. Workers deserve to share in the prosperity they help create, and Delta management can further empower its workers by doing all it can to make sure this effort is fairly conducted so that whatever the outcome is, your workers can go about their work confident that their voices were heard.

I am grateful for all of the jobs, investments, and intangible contributions that Delta Air Lines brings to the Georgia community, and for its benefit to our state's economy. I look forward to continuing to work with you to support Delta's mission and goals to "connect the world." Please do not hesitate to contact me or my office if you would like to discuss this matter further.

Sincerely,



Reverend Raphael Warnock
United States Senator