

United States Senate

WASHINGTON, DC 20510

September 9, 2026

Mr. Ed Bastian
Chief Executive Officer
Delta Air Lines
1030 Delta Boulevard
Atlanta, GA 30354

Dear Mr. Bastian:

We urge you to follow the provisions of the Railway Labor Act (RLA) and remain neutral regarding efforts by Delta flight attendants campaigning to unionize with the Association of Flight Attendants (AFA). Boston is one of Delta's hubs, and Delta operates more flights than any other airline in Massachusetts.¹ As representatives of the many flight attendants living in Massachusetts and working on Delta flights, we write on behalf of our constituents who have been engaged in the effort to unionize.

Delta flight attendants have been exercising their right to organize for years, leading coordinated union campaigns since the 1990s.² According to reports, Delta has responded with a long series of union-busting activities, including indicating that joining a union would jeopardize Delta employees' benefits and publishing an official Delta anti-union website.³ The company reportedly sent threatening emails to flight attendants regarding the union effort, warning flight attendants just last year that signing union authorization cards would cause "inner turmoil" at the company.⁴ A flight attendant has stated that Delta told trainee flight attendants that they are not allowed to discuss a union on board an aircraft and encouraged new flight attendants to report their colleagues to management for even mentioning a union.⁵ The company also previously had a dedicated online portal to oppose union organizing, which framed signing a union authorization card as a risk for flight attendants.⁶ Delta management has touted Delta employees' increased wages and benefits as the rewards of remaining union-free, threatening flight attendants' future pay and benefits if they choose to organize.⁷ These attempts to influence workers' decision to

¹ New England Council, "Delta Airlines increases role in Boston Logan Airport," March 18, 2026, <https://www.newenglandcouncil.com/news-article/delta-airlines-increases-role-in-boston-logan-airport/>.

² Atlanta News First, "Some Delta flight attendants once again pushing to unionize," Sarah Hammond, November 3, 2025, <https://www.atlantaneWSfirst.com/2025/11/03/some-delta-flight-attendants-once-again-pushing-unionize/>.

³ One Future. One Delta., "Union Facts," <https://www.onefutureonedelta.com/content/ifs/en/union-facts.html>; One Future, One Delta, "AFA is trying to distract from its record – again," October 27, 2023, <https://www.onefutureonedelta.com/content/ifs/en/articles/2023/oct/afa-is-trying-to-distract-from-its-record-again.html>.

⁴ PYOK, "Delta Air Tells Flight Attendants That Unionizing Will Bring 'Lots of Inner Turmoil' in Controversial New Email," Mateusz Maszczyński, April 27, 2025, <https://www.paddleyourownkanoo.com/2025/04/27/delta-air-tells-flight-attendants-that-unionizing-will-bring-lots-of-inner-turmoil-in-controversial-new-email/>; Testimony from Delta flight attendant, [On file with Office of U.S. Senator Elizabeth Warren].

⁵ Testimony from Delta flight attendant, [On file with Office of U.S. Senator Elizabeth Warren].

⁶ The Hill, "Delta Airlines slammed for poster suggesting employees buy video games instead of paying union dues," Owen Daugherty, May 9, 2019, <https://thehill.com/blogs/blog-briefing-room/442992-delta-airlines-slammed-for-flyer-suggesting-employees-buy-video/>.

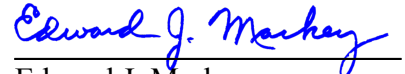
join a union are inappropriate and threaten to infringe upon flight attendants' right to organize without intimidation or interference.

Delta should follow the RLA and commit to a policy of neutrality towards the union campaign. Specifically, the RLA requires Delta to behave neutrally towards employees' unionization efforts, and that it not "interfere with, influence, or coerce" its employees in their choice of representative.⁸ Committing to a policy of neutrality does not constitute support for unionization but ensures that workers are able to freely exercise their right to seek union representation without fear of interference or retaliation, and without influence from management on their decision-making process. Consistent with a policy of neutrality, Delta must cease any threatening anti-union communications to flight attendants—which constitute a clear attempt to influence employees' choice to be represented by a union.

All workers deserve the right to join a union freely, and Delta must not obstruct that right for their flight attendants.

We look forward to working with you on ensuring Delta Flight Attendants experience a free and fair union campaign process.

Sincerely,


Elizabeth Warren
United States Senator
Edward J. Markey
United States Senator

⁷ Aviation Pros, "100 Years (Mostly) Union-Free: Delta is Still Striving to Stay 'Different'," Emma Hurt, April 1, 2025, <https://www.aviationpros.com/ground-support-worldwide/airlines/news/55278943/100-years-mostly-union-free-delta-is-still-striving-to-stay-different>; Newsweek, "Did Delta Tell Employees Video Games Are More Valuable Than Unions?," Just Lunning, May 9, 2019, <https://www.newsweek.com/delta-gaming-poster-anti-union-flyer-1421370>.

⁸ 45 U.S. Code § 152.