



NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

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April 9, 2015

VIA EMAIL

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Re: NMB Case No. R-7418
Delta Airlines/IAM

Participants:

This letter is regarding the matter of the showing of interest submitted to the National Mediation Board (NMB or Board) in NMB Case No. R-7418. On January 13, 2015, the International Association of Machinists and Aerospace Workers filed an application alleging a representation dispute among the employees of Delta Airlines in the Flight Attendant craft or class. On January 16, 2015, Delta filed a list of potential eligible voters and signature samples. The Board has reason to believe that some unknown person or persons knowingly submitted authorization cards with fraudulent signatures in possible violation of federal law.

All individuals, organizations, and carriers subject to the NMB's jurisdiction must understand that the Board regards the integrity of its election process to be a matter of paramount importance since it lies at the heart of the NMB's statutory mission. The Railway Labor Act requires that the Board authorize an election or otherwise determine the representation desires of employees only when a showing of proved authorizations (checked and verified as to date, signature, and employment status) has been received from at least 50 percent of the craft or class. 45 U.S.C. § 152, Twelfth. In all representation cases, the Board follows the provisions of NMB Rules 1206.2 and 1206.3 and Representation Manual Sections 3.1-3.601. The NMB's investigators examine each

card submitted and compare the signature on the card to the signature sample provided by the carrier. When the elections involve large employee groups, the process requires the dedication of the Board's full resources in both time and staff to complete.

The integrity of the NMB's election process also relies on each individual employee only submitting an authorization card that he or she personally signed and dated for presentation to the NMB. The NMB's election process has not been respected in this case. In view of these circumstances, the Board has decided to refer the matter to the appropriate office of the United States Department of Justice for further review.

The Board's voting process must remain credible and trustworthy to ensure that employees can vote freely without fear of interference, coercion, or influence. This is the statutory mandate that binds not only the Board but also individual employees, organizations and carriers. For over 80 years, the Railway Labor Act has succeeded in balancing employees' right to organize with the need to avoid disruptions in interstate commerce. To continue that success, the Board must do everything in its power to protect the voting process. We appreciate the Participants' cooperation and patience in this process.

Sincerely,

A handwritten signature in cursive script that reads "Mary L. Johnson".

Mary L. Johnson
General Counsel