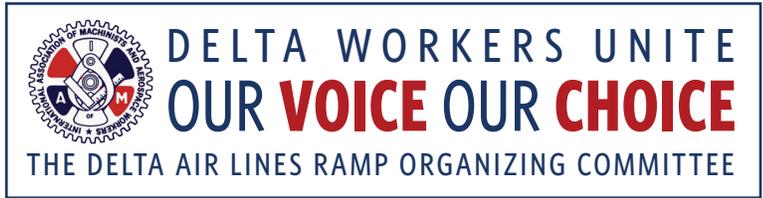


Interference Report

Your right to form a union, to organize your workplace, is protected by Federal Law. The Railway Labor Act is the law governing labor relations in the airline and railroad industries. Under the law, employees have the right to determine who their representative will be, without influence, interference or coercion from their carrier, its officers or agents.



Supervisors must not intimidate, coerce or interfere with you in any way for conducting such organizing activity. If this happens to you please report it to an IAM representative. Do not be confrontational or insubordinate, if you are given a direct order by a supervisor or company representative to cease certain union organizing activity, comply with that order and inform the IAM immediately.

It is illegal for the company to favor one union over another, or for one union to be given greater access or fewer restrictions for organizing activity. Again, report any such favoritism to an IAM representative.

While you are engaged in organizing activity never interfere with another employee in the performance of her or his work duties or cause a disruption in the workplace. If someone does not want to talk about the union simply end the conversation politely and walk away.

What Employers and Supervisors Cannot Do During an Organizing Drive

Your rights in a union organizing drive are protected by the Railway Labor Act, the federal law that governs labor relations in the airline and rail industries. Management must respect your rights.

- They cannot tell employees that they will fire or punish them if they engage in union activity. They cannot lay-off or discharge any employee for union activity.
- They cannot bar employee union representatives from soliciting cards or membership during non-work time, in non-work areas.
- They cannot ask employees about confidential union matters, for example, whether you have signed a card, etc.
- They cannot ask the employees about whether they support the union or a union representation election. They cannot ask employees how they intend to vote.
- They cannot threaten employees or coerce them in an attempt to influence their vote, or to prevent them from voting.
- They cannot tell employees that existing benefits will be discontinued if the employees vote for a union. They cannot promise or give employees promotions, raises or other benefits if they vote against the union.
- They cannot prevent you from casting your vote.
- They cannot know how you voted.

If you feel that your rights are violated at any time during the IAM organizing campaign, contact your IAM representative and immediately complete the below form and forward it to the IAM:

Interference Report

Date of Incident: MM/DD/YYYY	Location of Incident	Employer Representative (Name and Title Delta OSM/Supervisor)
Describe the Incident*		
Witnessed By (Your Name, Names of Other Witnesses)		
Phone (Your Phone)	Signature	Date

MAIL COMPLETED REPORT TO: IAM Transportation Dept. 9000 Machinists Place, Rm 118B, Upper Marlboro MD. 20772-9936
Attach and include(if any) all substantiating materials relative to your report.

PHOTOGRAPH THE COMPLETED REPORT AND ALL SUBSTANTIATING MATERIALS AND EMAIL TO TO: iamdelta2018@gmail.com