



Chapter 3 **Advocacy Policy**

Policies Regarding Advocacy Activities on Delta Premises

These policies are designed to accommodate employees' rights to support or oppose a union, or simply to be left alone, as well as Delta's right to serve our customers and to avoid the disruption of operations.

Solicitation or Advocacy Activities

By Delta Employees

Advocacy activities by Delta people on Delta premises are permitted only in non-work and non-operational areas, such as lounges. Advocacy activities may never be undertaken in a harassing manner or in a manner that interferes with Delta people who do not wish to be solicited, whether on Delta premises or elsewhere.

- Work areas include the aircraft, gatehouses, jetways, briefing rooms, and the ramp.
- If an area in a lounge or break room is used for work and non-work purposes, advocacy activities are permitted in that area only when it is not being used for work purposes.
- In order to help assure that lounge facilities are available to all for purposes of relaxation, displays of materials (including signs) are not permitted to be set out on tables or elsewhere.
- Literature or advocacy material may not be left unattended. This is true for all materials, whether or not advocacy-related.
- Leaders have the right to restrict congestion in lounges, to assure that facilities are available for all and to provide for quiet areas for flight attendants where advocacy activities may not occur.
- Activities must not be unprofessional, offensive, or inflammatory.

By People Other Than Delta Employees

Advocacy activities by people who do not work for Delta are not permitted on Delta premises at any time.

Use of Delta Materials and Equipment

- No one is allowed to use Delta materials, equipment or communications channels - such as computers, copiers, fax machines, telephones, voice mail, electronic mail, company mail, Delta buses, and aircraft - to produce or distribute non-Delta sponsored materials.
- In order to better support the needs of Delta's SkyHub page, posts that advocate for or against a cause or position such as political material, material for or against a social policy, material for or against a union) are not permitted on SkyHub. You may ask questions or comment on Delta-related topics or policies on the page, but may not advocate for a cause or position.

Pins, Buttons or other Message Bearing Items

- Other than Delta-sponsored programs or initiatives, no item (pins, buttons, bag tags, clothing, etc.) that conveys a message or advocates a position or cause may be worn or displayed in work areas or on work time.
- The single exception to the "Delta-sponsored" requirement is one small pin no larger than the Delta service award pin. (For example, a union pin, USAF pin, 911 pin or another pin that does not contain a message.) This may be one of a maximum of two pins that may be worn above the wings/title bar in accordance with the uniform guidelines.

End of chapter