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Air Transport Territory

Via email: joanna.geraghty@jetblue.com

Joanna Geraghty
Chief Executive Officer
JetBlue Airways

Ms. Geraghty,

I am writing to advise you of some concerning things that are happening at JetBlue regarding JetBlue Ground Operations (GO) Crewmembers' efforts to form a union. As you are likely aware, in the lead up to the 2023 union vote, JetBlue management dispatched "Values Committee" members around the JetBlue system to discourage GO Crewmembers from voting to form a union.

The "Values Committee" members were paid by JetBlue to conduct these meetings, flew on JetBlue Airways aircraft to get to these meetings and were given hotel accommodations in cities that they traveled to. In other words, JetBlue management was pulling the strings and the "Values Committee" station-hopped to run JetBlue's anti-union campaign.

It appears, now, that JetBlue management is using the same playbook as last time. On March 13, 2025, during a "pocket session" at JFK Airport, Values Committee co-chair, Delanno White, lied to every GO Crewmembers who attended that meeting by stating the following:

1. **LIE:** IAM Union contracts do not allow workers to trade off and pick up hours.
 - a. **TRUTH:** Every IAM contract in the airline industry includes the RIGHT to trade hours away and pick up hours to supplement their paychecks. Click [here](#) to view IAM contracts and the exact page numbers where IAM members' trading rights are located.
2. **LIE:** The IAM does not represent ramp workers at American Airlines.
 - a. **TRUTH:** The IAM UNION and the Transport Workers Union (TWU) formed the "TWU-IAM Association" after the merger of American Airlines and US Airways in 2013 to jointly represent the American Airlines Ground Operations workers. Last year, IAM and TWU members at American Airlines ratified an industry-leading contract, with the highest wages, best benefits and industry-leading working conditions. Click [here](#) to see the recent extension agreement ratified by American ramp workers by over 90%.
3. **LIE:** If JetBlue GO Crewmembers unionize with the IAM Union they will lose weekly pay at JFK.

- a. **TRUTH:** When JetBlue GO Crewmembers unionize, negotiate and vote in their own contract, they can demand that weekly pay be included in their contract for all states that legally require hourly rated workers to be paid on a weekly basis. New York is such a state and JetBlue management would be forced, based on state law, to agree to such terms.

Moreover, during the week of March 6, 2025, Mr. White was reported as informing newly hired JFK-based JetBlue GO Crewmembers that they are “too new” to sign an election authorization card. Another outright lie.

As you know, every JetBlue Ground Operations Crewmember has the right to sign a union election authorization card, regardless of when they started to work at JetBlue. Crewmembers can sign a card if they want the moment they are hired at JetBlue Airways.

Ms. Geraghty, I realize that you were not the JetBlue CEO in 2023, and you were not directly responsible for dispatching Values Committee members to influence how GO Crewmembers voted in the 2023 election. The Railway Labor Act, the federal law which governs union organizing in the airline industry, states that “no carrier, its officers or ***agents*** (emphasis added) [...] shall influence or coerce employees in an effort to induce them to join or remain or not to join or remain members of any labor organization...”

I am respectfully requesting that you direct Values Committee members, who are agents of the carrier, to refrain from influencing GO Crewmembers from exercising their federal right to request that a union representation election be conducted by the National Mediation Board (NMB).

I also ask that you correct the lies told by Mr. White via email to all JFK-based workers. Please also advise Mr. White of his legal status as a paid agent of management who does not work Ground Operations at JFK Airport and further advise him of what his responsibilities are under federal law regarding workers’ freedom to form a union free from interference, influence and coercion.

I would very much appreciate constructive dialogue on these extremely concerning issues and I look forward to your response.

Respectfully,

A handwritten signature in black ink, appearing to read "Richie Johnsen", with a long horizontal flourish extending to the right.

Richie Johnsen

IAM UNION, AIR TRANSPORT GENERAL VICE PRESIDENT