



## SkyWest Inc (SKYW)

### Vote Yes: Item #4 – Respect for Freedom of Association and Collective Bargaining

Annual Meeting: May 5, 2026

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#### THE RESOLUTION

Shareholders request that the Board commission an independent third party to prepare a report, at reasonable cost and excluding proprietary information, assessing whether the company's policies and practices align with the rights to freedom of association and collective bargaining reflected in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

#### RATIONALE FOR A YES VOTE

SkyWest's actions against employees' rights to free association are a material risk to the Company and investors.

##### **1. SkyWest's interference with union organizing and its confrontation with employees is unambiguous.**

The Company hosts a public website, "Stronger Together," which includes language such as:

- Unions thrive on creating an adversarial relationship with management and with colleagues or peers who disagree with them.
- History also has taught us that powerful unions, particularly in our industry, will not hesitate to place their companies in financial peril.
- Don't gamble with your future. Don't sign a union A-card.<sup>1</sup>

The SkyWest InFlight Association (SIA) is a SkyWest-sponsored organization, yet it is the sole bargaining representative for the Company's flight attendants.<sup>2</sup> Per SkyWest, there are no employees currently represented by an outside union.<sup>3</sup> At least one U.S. Senator,<sup>4</sup> along with pending litigation related to SIA,<sup>5</sup> underscore the risks associated with this type of anti-union behavior.

The Association of Flight Attendants-CWA, AFL-CIO (AFA) has alleged that management has informed SkyWest flight attendants they cannot discuss unions or share union literature in crew rooms, including non-work areas. SkyWest has allegedly sponsored events in crew room areas, offering food while distributing anti-union literature. Management has allegedly placed anti-union literature and posters on

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<sup>1</sup> <https://www.strongertogetherskywest.com/union-facts> accessed March 30, 2026

<sup>2</sup> <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000793733/000155837025000943/skyw-20241231x10k.htm>

<sup>3</sup> <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000793733/000155837025000943/skyw-20241231x10k.htm>

<sup>4</sup> <https://twitter.com/BernieSanders/status/1715357837017141546>

<sup>5</sup> [DOL+Lawsuit+Against+SkyWest+Inflight+Association+7+15+24.pdf](#)



walls, bulletin boards, and next to employees' work areas.<sup>6</sup> Safety training managers have also allegedly included anti-union rhetoric, posters, and literature, in the sessions.<sup>7</sup> There have also been reports of SkyWest calling airport police to threaten to eject flight attendants from the airport for talking with colleagues about unionizing.<sup>8</sup>

## 2. This openly anti-union approach creates brand, legal, and operational risk for SkyWest.

### Brand risk

According to a survey conducted by Marketing Brew and Harris Poll, 42% of Americans reported that they are less likely to shop at a company that attempts to stop its employees from unionizing and 41% of Americans reported the same of a company with a union on strike.<sup>9</sup> A 2024 Gallup poll found that 70% of Americans approve of labor unions, up from 67% the year before.<sup>10</sup> This marks the second-highest approval rating in over 60 years. The American Federation of Labor and Congress of Industrial Organization (AFL-CIO) also found that 71% of Americans support unions, with that support increasing within younger generations, with 88% of voters under 30 supporting unions.<sup>11</sup> Given this level of union support by the public, Skywest can avoid risk associated with anti-union behavior, and gain customer goodwill, by supporting unions, rather than opposing them.

### Legal risk

SkyWest faces substantial legal and regulatory exposure related to freedom of association and collective bargaining. In October 2023, the AFA filed a federal lawsuit against SkyWest alleging violations of the Railway Labor Act, including alleging illegal termination of union activists Shane Price and Tresa Grange and alleged unlawful establishment of a company union.<sup>12</sup> The lawsuit alleges that SkyWest retaliated against employees seeking independent union representation and interfered with employees' choice of union representatives.<sup>13</sup> Additionally, in December 2024, the United States Department of Labor filed suit against the SkyWest InFlight Association (SIA) alleging that SIA interfered with a candidate seeking to run for office.<sup>14</sup> Bolstering these claims, the former president of the SIA, Romero Malone, publicly acknowledged that: "There is utterly no separation between management and the [SIA] labor union, from the pay to the voter operating system."<sup>15</sup> This implies that there is no independent voice for labor at SkyWest and that the Company has not implemented a non-interference policy. If Skywest refuses to align its policies and practices with the rights of freedom of association and collective bargaining, it will continue to face increasing legal exposure.

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<sup>6</sup> <https://www.ooitstime.com/anti-union-campaign>

<sup>7</sup> <https://www.ooitstime.com/anti-union-campaign>

<sup>8</sup> <https://www.ooitstime.com/anti-union-campaign>

<sup>9</sup> <https://www.marketingbrew.com/stories/2022/02/22/anti-union-stances-can-affect-brand-sentiment-study-shows>

<sup>10</sup> <https://nyccllc.org/news/americans-approval-labor-unions-near-highest-level-1960s>

<sup>11</sup> <https://www.usatoday.com/story/money/2023/08/29/majority-of-americans-support-labor-unions-poll-finds/70713278007/>

<sup>12</sup> <https://www.ooitstime.com/blog/flight-attendant-union-sues-skywest-for-illegal-termination-and-fake-company-union/>

[https://afacwa.org/afa\\_sues\\_skywest\\_illegal\\_termination\\_fake\\_company\\_union/](https://afacwa.org/afa_sues_skywest_illegal_termination_fake_company_union/)

<sup>13</sup> <https://airlinegeeks.com/2024/08/15/lawsuit-against-skywest-and-its-labor-group-takes-new-turn/#>

<sup>14</sup> <https://www.dol.gov/agencies/olms/civil-enforcement/2024;>

<https://static1.squarespace.com/static/626843bda1232f0ba9616158/t/669575a7d220842bbdbde555/1721071016301/DOL+La+suit+Against+SkyWest+Inflight+Association+7+15+24.pdf>

<sup>15</sup> <https://www.theguardian.com/us-news/article/2024/aug/14/skywest-airlines-fake-union-lawsuit>



### Operational risk

In opposition to this proposal, SkyWest states that “the policy required by this proposal would negatively impact SkyWest’s positive relationship with our people by stifling communication between the Company and the very employees that the policy seeks to protect.” The adoption of a non-interference policy, however, does not prevent SkyWest from communicating to employees about the ways in which it is a preferred employer. Independent research, in fact, has shown that the presence of unions correlates positively with low turnover, improved diversity, investment in training, and low levels of legal and regulatory violations.<sup>16</sup> The Company’s current response to employees interested in unionization is more likely to undermine the trust relationship these employees should have with their employer.

By resisting a non-interference policy, SkyWest heightens its operational risk exposure by eroding employee trust, which in turn can lead to increased turnover, compliance vulnerabilities, and the undermining of stable workforce dynamics that independent research links to stronger organizational performance.

### SkyWest is increasingly isolated from its competitors

SkyWest’s peer, Delta Airlines, has agreed, following filing of shareholder proposals, to neutralize its tone and communications around employee unionization and increase its focus on what benefits it provides as an employer, rather than seeking to undermine unionization efforts. Delta has also expressly committed, in a public document, to allow its employees to consider unionization without interference or coercion, to engage in good faith with the unions, and that employees seeking unionization would not face negative repercussions.<sup>17</sup>

## CONCLUSION:

SkyWest’s confrontational approach to unions and its employees presents material risk to investors. Yet, SkyWest’s Statement in Opposition to this proposal primarily focuses on the International Labour Organization not being a U.S.-based regulatory agency.<sup>18</sup> This straw man argument is a deflection from the request of the resolution, which is to ensure that SkyWest is implementing appropriate practices related to its employees’ freedom to associate and right to collective bargaining, freely and without fear of reprisal or interference.

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<sup>16</sup> <https://www.trilliuminvest.com/news-views/the-investor-case-for-supporting-worker-organizing-rights>; <https://www.workerscapital.org/our-resources/shared-prosperity-the-investor-case-for-freedom-of-association-and-collective-bargaining>; <https://www.piiie.com/blogs/realtime-economic-issues-watch/higher-wages-low-income-workers-lead-higher-productivity>

<sup>17</sup> [https://s2.q4cdn.com/181345880/files/doc\\_downloads/ESG/2025/Position-on-Union-Organizing-and-Advocacy-Updated-May-2025.pdf](https://s2.q4cdn.com/181345880/files/doc_downloads/ESG/2025/Position-on-Union-Organizing-and-Advocacy-Updated-May-2025.pdf)



**For these reasons, shareholders are encouraged to vote “Yes” on Proposal #4.**

*For questions, please contact Meredith Benton, As You Sow, [benton@asyousow.org](mailto:benton@asyousow.org)*

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