

Congress of the United States

Washington, DC 20515

October 8, 2026

Mr. Sundar Pichai
Chief Executive Officer, Google
1600 Amphitheatre Parkway
Mountain View, California, 94043

Mr. Dave Davis
Chief Executive Officer, Spirit Airlines
139 South Compass Way
Dania Beach, Florida, 33004

Mr. Pichai and Mr. Davis,

We write to express serious concern regarding the proposed \$10 million sale of Spirit Airlines' internal data to Google for the purpose of training artificial intelligence systems and the implications of that transaction for the privacy and confidentiality of thousands of current and former Spirit employees.

This sale presents uncharted territory. According to publicly available court findings, the proposed sale would involve an extraordinary volume of Spirit's internal records, including approximately 100 million emails, 500 million Microsoft Teams messages, employee records, timecard records, payroll and tax information, and employment contracts. This information was created and provided in the context of an employment relationship and may contain highly sensitive information about individual workers. Consumers have more privacy protections than workers, yet Spirit has collected far more private information about its employees than about its customers.

While we understand that Google has stated that it will not receive personally identifiable information and that the data will undergo third-party scrubbing before its transfer, we are concerned that conventional de-identification safeguards may not be sufficient to protect employee privacy in the context of modern artificial intelligence. Removing names, email addresses, or other direct identifiers does not necessarily make a dataset anonymous. As we have seen time and time again, artificial intelligence systems have been able to identify patterns across large datasets, connect seemingly unrelated pieces of information, and potentially infer or reconstruct information about individuals or identifiable groups. In fact, the National Institute of Standards and Technology has recognized that de-identified data can – in some circumstances – be re-identified and has emphasized the importance of evaluating re-identification risks.

That is why, before any employee-related information is potentially approved and transferred, we urge Google and Spirit to take the following steps:

1. **Exclude employee information from the transaction to the greatest extent possible.** At a minimum, employee training records, timecards, payroll information, and Microsoft 365 content containing flight attendant information should be excluded from any data transferred to Google. Where information can be segregated without compromising legitimate business records, employee information should not be included in the transaction simply because it is technically capable of being transferred.

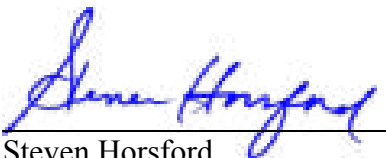
2. **Establish a meaningful de-identification protocol agreed upon by the affected workers.** Any de-identification protocol should be developed with meaningful input from affected employees and should account for specific risks associated with combining large volumes of employment, communications, and operational data.
3. **Protect sensitive employee information even when it has been de-identified.** Employee information should not be treated as non-sensitive simply because direct identifiers have been removed. Spirit and Google should ensure that disciplinary records, training deficiencies, medical or accommodation requests, compensation information, and other sensitive employment information receive heightened protections. Those protections should also account for the possibility that individuals or small groups of workers could be identified through combinations of communications, operational records, crew base information, employment history, or other datasets.
4. **Establish an independent employee confidentiality review and meaningful limits on downstream use.** An independent review should be conducted of all employee-related information proposed for transfer to determine whether it contains confidential or sensitive information, including information that could become identifiable when combined with other datasets. Any transfer should be subject to enforceable restrictions governing the subsequent use, disclosure, retention, or transfer of employee information by Google or any third party.
5. **Establish a formal review protocol and prohibit profiling identifiable groups of workers.** Where employee information cannot be excluded, Spirit and Google should establish a formal review protocol for labor records, disciplinary records, training information, and employee communications before any transfer occurs. The parties should also expressly prohibit the use of the data to identify, profile, evaluate, or draw inferences about identifiable groups of flight attendants or other workers.
6. **Exclude Information Related to De-Identified Voluntary Safety Programs.** Exclude all information relating to voluntary safety-related programs, including but not limited to fatigue management, the Aviation Safety Action Program (ASAP), Flight Operations Quality Assurance (FOQA), and Line Operations Safety Assessments (LOSA). Airline safety relies on voluntary reporting by pilots and other employees. Inadvertent disclosure of safety-related data either through improper de-identification or otherwise threatens future cooperation in these vital programs for the FAA, air carriers and other participants.

Innovation should not come at the expense of workers' privacy or the confidentiality of information they were required to provide as a condition of employment. The unprecedented scale and sophistication of modern artificial intelligence make it particularly important that privacy protections keep pace with the technology.

We therefore urge Google and Spirit to address these concerns and establish meaningful, enforceable safeguards before the proposed transaction proceeds. At a minimum, no employee-

related information should be transferred until appropriate protections are in place to ensure that workers' sensitive information cannot be identified, profiled, or misused.

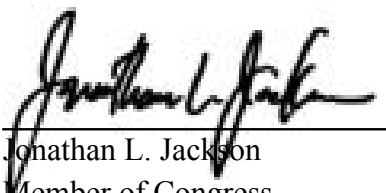
Sincerely,



Steven Horsford
Member of Congress



Elizabeth Warren
United States Senator



Jonathan L. Jackson
Member of Congress



Val Hoyle
Member of Congress



Robert Garcia
Member of Congress



Shontel M. Brown
Member of Congress



Ilhan Omar
Member of Congress



Debbie Wasserman Schultz
Member of Congress



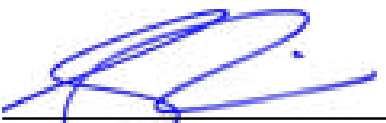
Shri Thanedar
Member of Congress



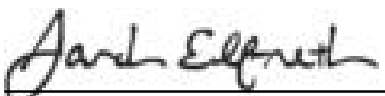
Valerie P. Foushee
Member of Congress



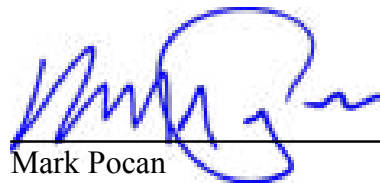
Rashida Tlaib
Member of Congress



Sharice L. Davids
Member of Congress



Sarah Elfreth
Member of Congress



Mark Pocan
Member of Congress



Chris Deluzio
Member of Congress



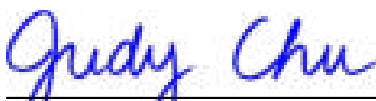
Eleanor Holmes Norton
Member of Congress



Ritchie Torres
Member of Congress



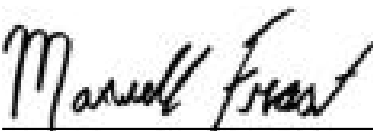
John Garamendi
Member of Congress



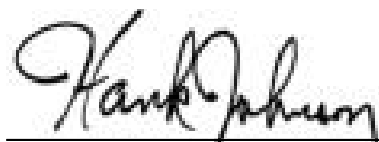
Judy Chu
Member of Congress



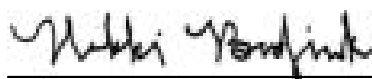
Paul D. Tonko
Member of Congress



Maxwell Alejandro Frost
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



Nikki Budzinski
Member of Congress



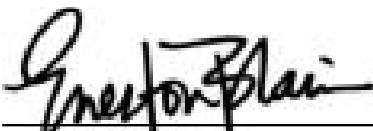
Jesús G. "Chuy" García
Member of Congress



Delia C. Ramirez
Member of Congress



Jan Schakowsky
Member of Congress



Everton Blair Jr.
Member of Congress



André Carson
Member of Congress



Analilia Mejia
Member of Congress



Maxine Waters
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Donald Norcross
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Rick Larsen
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Julia Brownley
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Chris Pappas
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Brendan F. Boyle
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Jared Huffman
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Brad Sherman
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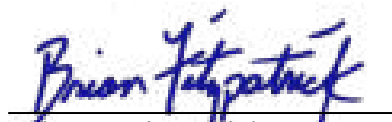
Debbie Dingell
Member of Congress



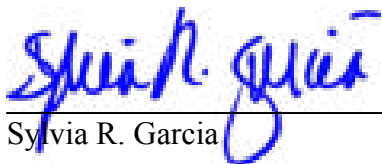
Lois Frankel
Member of Congress



Frederica S. Wilson
Member of Congress



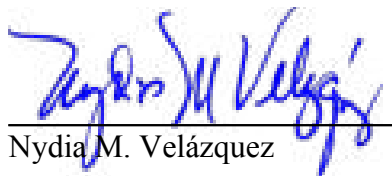
Brian K. Fitzpatrick
Member of Congress



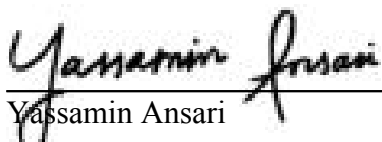
Sylvia R. Garcia
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Danny K. Davis
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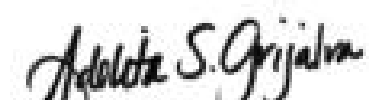
Donald G. Davis
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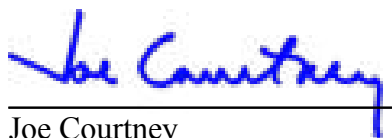
Greg Landsman
Member of Congress



Bernard Sanders
United States Senator



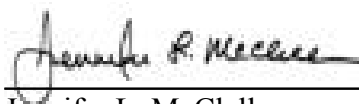
Richard Blumenthal
United States Senator



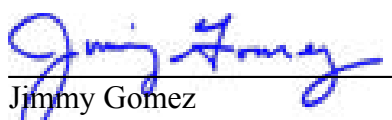
Joe Courtney
Member of Congress



Marilyn Strickland
Member of Congress



Jennifer L. McClellan
Member of Congress



Jimmy Gomez
Member of Congress



Timothy M. Kennedy
Member of Congress



Pramila Jayapal
Member of Congress



Nikema Williams
Member of Congress



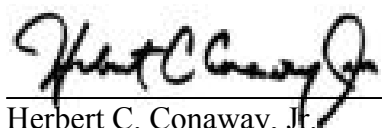
Alexandria Ocasio-Cortez
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Mike Levin
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Pablo José Hernández
Member of Congress



Herbert C. Conaway, Jr.
Member of Congress



Suzan K. DelBene
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James P. McGovern
Member of Congress



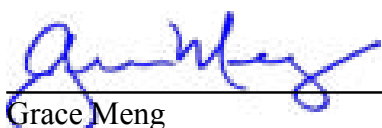
Kelly Morrison
Member of Congress



Mark DeSaulnier
Member of Congress



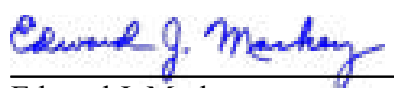
Maxine Dexter, M.D.
Member of Congress



Grace Meng
Member of Congress



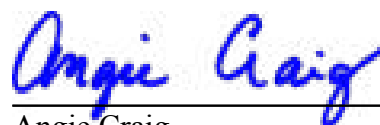
Gabe Amo
Member of Congress



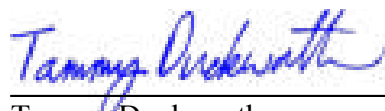
Edward J. Markey
United States Senator



Susie Lee
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Angie Craig
Member of Congress



Tammy Duckworth
United States Senator



Marcy Kaptur
Member of Congress



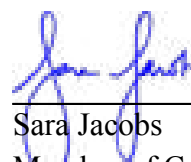
Lucy McBath
Member of Congress



Suzanne Bonamici
Member of Congress



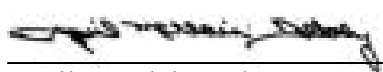
Mark Kelly
United States Senator



Sara Jacobs
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Dan Goldman
Member of Congress



April McClain Delaney
Member of Congress



Lizzie Fletcher
Member of Congress



Doris Matsui
Member of Congress



Stephen F. Lynch
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Summer L. Lee
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Christian D. Menefee
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Lisa Blunt Rochester
United States Senator



Chellie Pingree
Member of Congress



Lateefah Simon
Member of Congress



Catherine Cortez Masto
United States Senator



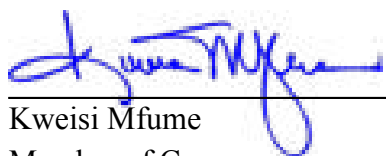
Haley M. Stevens
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Maria Cantwell
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Yvette D. Clarke
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Kweisi Mfume
Member of Congress



Chris Van Hollen
United States Senator



Wesley Bell
Member of Congress



Steve Cohen
Member of Congress



Ted W. Lieu
Member of Congress



Linda T. Sánchez
Member of Congress



Raphael Warnock
United States Senator



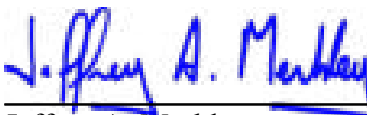
Kathy Castor
Member of Congress



Lori Trahan
Member of Congress



Elissa Slotkin
United States Senator



Jeffrey A. Merkley
United States Senator