



United Master Executive Council  
Association of Flight Attendants - CWA  
AFL-CIO



## Negotiations Update

After twelve months of direct negotiations sessions, we have brought all of our opening proposals to the negotiating table with Section 4 – Compensation being introduced during this session.

During our presentation on Section 4 – Compensation, we made it clear that the expectation of Flight Attendants is that base pay rate increases would be retroactive to the amendable date of our current Agreement. Remember, that certain specific rates will continue to be identified as ‘to be discussed’ (‘TBD’) until the final stages of negotiations. For more information on our compensation proposal be sure to see our Opening Proposal on our website.

During all of our direct negotiation sessions this year, we have presented each proposal in detail and responded to questions from management. As you know, all of our proposals are based on the direct feedback we have received from surveys, Roadshows and interviews conducted at each Local Council and with our MEC Committees.

In addition to discussing our Section 4 – Compensation proposal, during our session management presented counterproposals on:

- Section 1 – Recognition, Successorship and Mergers
- Section 9 – Special Qualification Flight Attendants
- Section 10 – AMC Operation
- Section 26 – Moving Expenses
- Section 30 – Union Activities

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## Negotiations Update - continued

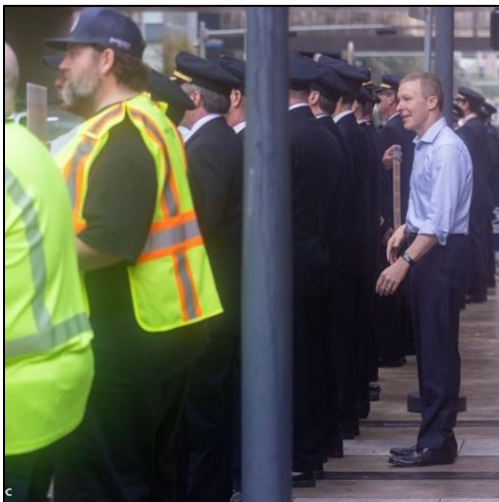
Keep in mind, as part of the negotiations process, it is incumbent upon us to understand the issues management is introducing through their proposals. If we are able to identify their core interests and they align with your interests, as identified in the Membership Surveys and other feedback we received from our meetings with you and your representatives, we will be in a position to close out sections. Unfortunately, we have yet to receive proposals that align with the interests identified as priorities in these negotiations.

For January of 2023 we will work internally and not conduct any direct negotiation sessions. This will be the first month following the completion of bringing all sections to the negotiating table and will provide both parties necessary time for internal work.

We wish you a very Happy Holiday Season. We look forward to the New Year and being back at the negotiating table to advance Flight Attendant interests. We remain focused on the priorities identified by you and moving into the next phase of our negotiations.

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## United Pilots and Other Union Members Picket United's Board of Director's Meeting Showing What Solidarity Looks Like!



On Wednesday, December 7, United Pilots, represented by ALPA hosted an informational picketing event during the United Airlines Board of Directors Meeting in Downtown Houston.

United AFA Flight Attendants were among the 300 Union Members from ALPA, the IAM, and others that came out to participate in the informational picketing event.

The United ALPA MEC spokesperson summed it up nicely by stating:

*"We appreciate United CEO Scott Kirby visiting our picket. United did not respond to our previous offer, so we pulled that off the table to examine what our competitors have done. If you want to talk now, you can do so at the bargaining table with something better than what was offered elsewhere. And, Mr. Kirby, you can't lead from the back. We're still tired of waiting."*

### UPCOMING ALPA INFORMATIONAL PICKETING EVENTS:

- JAN 18 – SAN FRANCISCO (SFO)
- JAN 25 – LOS ANGELES (LAX)

For more information and to RSVP visit

<https://www.alpa.org/ual/informational-picket>

United AFA Flight Attendants are encouraged to attend and stand in solidarity with our ALPA Union siblings. When we support each other, all of us are stronger and we raise the bar for everyone.

All in, We Win! Show management that Labor supports Labor at United Airlines!

## Negotiations to Date...

Just over a year ago, on December 8, 2021, we conducted our first Direct Negotiations session with the company. As reported through the Negotiations Update (pages 1-2), our Negotiating Committee has so far not yet received proposals from the company that align with the interests that were identified as priorities for these negotiations.

Our negotiations are about each other, and achieving our collective goals for ourselves, our flying partners, and our families. As a result, we will continue and are willing to fight for change.

With the presentation of Section 4, Compensation, we now have all our opening proposals presented to management and we begin moving deeper into the process.

What's next? At some point in the future we can expect that management will try to paint a picture of what they can or cannot afford, their view of Negotiations and the proposals that our Negotiating Committee is pursuing *for us*. They may even go so far as to state that "the Union is being unreasonable" or appeal directly to you related to Negotiations. We've seen these tactics used before, and as we've done previously, we won't let them break our solidarity and the resolve to achieve the Contract that recognizes our contributions to the success of this airline.

What we are bargaining for is what YOU directly told us through surveys and meetings were your priorities, so if the Union is being unreasonable, what that actually means is they are saying you are being unreasonable. As for not being able to afford it, they can. We have only to look at the largest aircraft order in history, electric airplanes, and supersonic jets. Make no mistake, United is taking bold steps into the future, and they need to be equally bold in supporting the people who will staff those planes.

Remember, United can't fly without us. Do not let any rhetoric diminish your worth or lower the bar to any sub-standard contractual provisions. Regardless of the phase in our career, who we are, where we are based, or the flying we do, we all share the same goal of a successful outcome to our Negotiations. One that results in an industry leading contract, meeting the priorities that we have collectively identified.

We are standing together in support of our Negotiating Committee and a successful outcome to our Negotiations. To be the best airline you need the best Flight Attendants who need the best Contract. Flight Attendants Lead the Way.





## UNITED AIRLINES UNION COALITION

Chicago (December 7, 2022) — The workers and unions of United Airlines today announced the United Airlines Union Coalition to coordinate closely on bargaining and other issues, as four of the five unions are currently in negotiations. The leaders released the following statement:

“The 78,000 people who make United fly have more than earned our fair share of the profits we create. We still feel the sacrifices of bankruptcy, the squeeze of the merger, and the extreme challenges of the pandemic. At every turn, we did our jobs and we’ve fought hard for a bright future at United Airlines.

“Today is that day. Together, our unions form the United Airlines Union Coalition to coordinate closely on bargaining and other issues. None of us can do our jobs without each other. We have each other’s backs in bargaining and we will stand together until all of us have ratified contracts that reflect the world-class airline United should be.

“We will coordinate in this round of bargaining and we will stand together for our future too. We are United.”

Ken Diaz  
AFA-UAL

Mike Klemm  
IAM-UAL

Mike Hamilton  
ALPA-UAL

Craig Symons  
PAFCA-UAL

Joe Ferreira  
IBT-UAL

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*The **United Master Executive Council of the Association of Flight Attendants-CWA (AFA)** represents 25,000 of aviation’s first responders at United Airlines.*

*The **International Association of Machinists and Aerospace Workers (IAM) District 141** represents approximately 28,000 Fleet Service, Passenger Service, Reservations, Stockroom, Central Load Planner, Maintenance Instructor, Fleet Technical Instructor, Emergency Procedures Instructor, and Security Officer workers at United Airlines.*

*The **United Master Executive Council of the Air Line Pilots Association (ALPA)** represents over 14,000 pilots flying a fleet of 700 aircraft every day all across the globe.*

*The **Professional Airline Flight Control Association (PAFCA) UAL** represents the nearly 423 FAA certificated Aircraft Dispatchers at United.*

*The **International Brotherhood of Teamsters (IBT) Airline Division** represents 10,000 United Airlines Technicians.*