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Volume 2

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OUR NEXT STEPS

Recently, we reviewed the Railway Labor Act (RLA), which defines the process we follow for our upcoming negotiations. Let's talk about the next steps that will include your involvement in more detail and what to expect in the weeks and months ahead.

As we discussed previously, the first step was serving notice under Section 6 of the RLA, of intent to enter into negotiations. We delivered our Section 6 notice on July 27th in order to be in compliance with the timing requirement in Section 32 (Duration) of our Contract.

As background, when notice is given, by either party, our Contract specifies that the direct negotiations process commence no later than 30 days from that point. The next major step is for the parties to exchange Opening Proposals. Our Opening Proposal will be the position we initially take with the company to establish the goals of United Flight Attendants in these negotiations.

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OUR NEXT STEPS

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Since being elected in early 2019, our Negotiating Committee has been working towards a comprehensive Member-driven Proposal. Initial feedback was provided to our Negotiators through the Membership Survey conducted in 2020 by the University of New Hampshire (UNH). This was followed by a Listening Tour, where our Negotiating Committee traveled to each base location to hear your views and feedback first hand. This feedback, combined with input from your Local Council Officers, provided the foundation for our Negotiators to identify Flight Attendant priorities, improvements, and changes. Additionally, we had UNH conduct a second survey using a statistically valid representative sampling of approximately 10,000 Flight Attendants.

Despite the pandemic impacting the momentum of our process and creating a need to modify our timeline, our Negotiators have continued to work towards completion of the Opening Proposal.

Before the Opening Proposal is given to the Company, it must first be reviewed and approved by the United Master Executive Council (MEC), consisting of your Local Council Presidents. Following the approval of the Opening Proposal by the MEC and presenting it to the Company, it will be available for you to review. The full text will be made available on-line on our Contract2021.org website. Additionally, a summary of the Proposal will be put together and mailed out to each United Flight Attendant. It's important to remember that our Opening Proposal is our starting point, it's not a guarantee of where we will end up. Remember... in negotiations there are two parties who must ultimately come to agreement, and each side has priorities which are important to them. Neither side will get everything they want.

It will remain a top priority to continue gathering your input and feedback. To that end, we will conduct a systemwide Roadshow. The purpose in doing so is three-fold:

- ⇒ **Provide you with information about the Opening Proposal and explain the details from the summary!**
- ⇒ **Answer any questions you have!**
- ⇒ **Continue gathering your feedback!**

Following the Opening Proposal Roadshow, we will continue the process of direct negotiations with the company and move forward towards coming to an Agreement that reflects the goals of United Flight Attendants. As we've said before, negotiations under the Railway Labor Act typically take 2-3 years from start to finish. Depending on economic conditions in the industry and country, things may appear to slow down, but negotiations will continue and will ramp up and gain momentum every day we move forward.

Looking ahead, we will talk more about the process, including how crucial it is for each of you to remain engaged and informed, especially the importance of getting factual information from your Union, rather than other less reliable sources such as management personnel or social media.

From the perspective of what we all do every day - we are in for a long flight, and we are sitting on the runway, #1 for takeoff. We've got a way to go, and there will be some bumps along the way, but we will land at our destination.

Check our contract2021.org website for additional resources and educational materials regarding the Railway Labor Act.