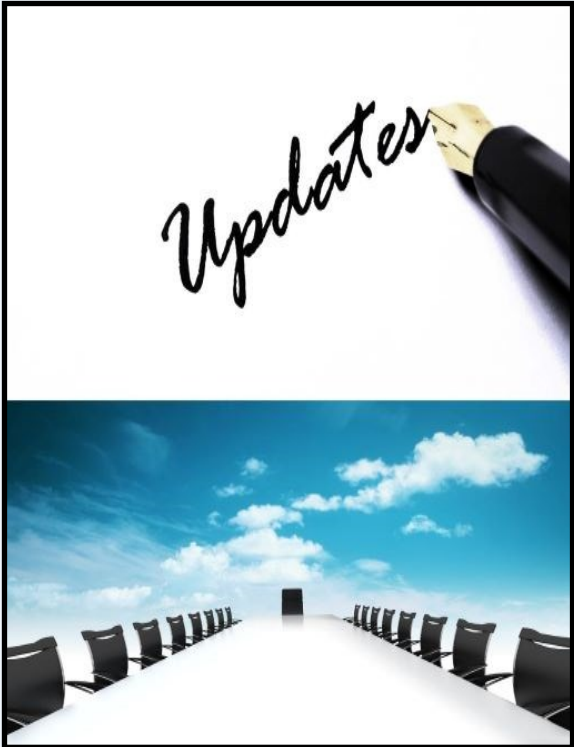




# Status of Labor Agreements Around United Airlines



As we begin moving forward in our Section 6 direct negotiations process, you will recall that our Contract became amendable in August of 2021. Most Unions on the United property, with a few exceptions, are Unionized and work under a Collective Bargaining Agreement (CBA) that has, or will, soon become amendable.

In looking at these, it's important to keep in mind, that although different Unions represent different work groups, we are not competing against each other. Rather, the success of one group elevates the success of all unionized work groups.

Our successful path forward is to speak with one voice as United Flight Attendants, through our Negotiating Committee and to support all Unions at United. There are 12 Unionized work groups at United, representing our fellow aviation workers.

As we move through our negotiations, we will be keeping careful watch on our Union sisters and brothers for the Contractual improvements they achieve and when applicable, build upon those for our own success.

*(continued on next page)*

# United Negotiation Updates

<u>Work Group</u>	<u>Union</u>	<u>Agreement Open for Amendment</u>
Flight Attendants	Association of Flight Attendants (AFA)	August, 2021
Dispatchers	Professional Airline Flight Control Association (PAFCA)	December, 2021
Fleet Tech Instructors	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Fleet Service	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Load Planners	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Maintenance Instructors	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Passenger Service	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Passenger Service— United Ground Express	International Association of Machinists and Aerospace Workers (IAM)	March, 2025
Pilots	Air Line Pilots Association (ALPA)	January, 2019
Security Officers	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Storekeepers	International Association of Machinists and Aerospace Workers (IAM)	December, 2021
Technicians	International Brotherhood of Teamsters (IBT)	December, 2022

## DID YOU KNOW...

To be discussed (*TBD*) as listed in our Contract 2021 Opening Proposal indicates it will be discussed during the course of negotiations? One example of the use of *TBD* is “Pay Rates to be Industry Leading.” As we’ve discussed, Section 6 negotiations take, on average, 2 ½ years. The economy is projected to be more favorable when we reach the conclusion of our negotiations and we would want to capture those economics.

We also need to consider our peers in the industry. If Flight Attendants at other airlines ratify new Contracts before we conclude our negotiations, each of those rates of pay may set the bar higher for all Flight Attendants in the industry. Typically rates of pay are among the very last items to be finalized in negotiations for these reasons.



### JetBlue Flight Attendants Ratify Their First Contract!

JetBlue Airways Flight Attendants, represented by the Transport Workers Union (TWU), ratified their *first* Contract on December 13th.

An overwhelming majority of JetBlue Flight Attendants voted in favor of Union representation in April 2018 and Bargaining began in August 2018.