



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



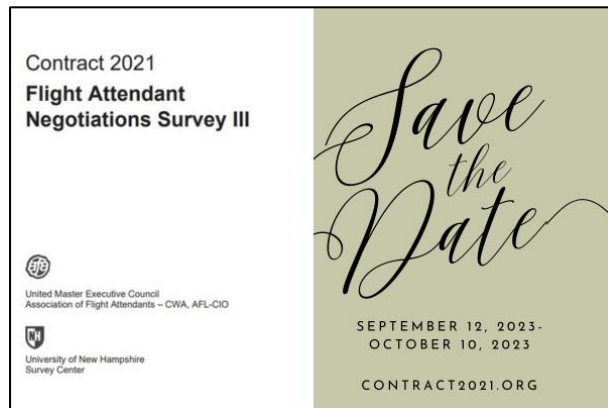
## United Flight Attendant Negotiations Survey III

We encourage you to complete your survey as soon as it opens on September 12<sup>th</sup>.

To access the survey, you will need your unique 6-character Access Code. This unique 6-character Access Code is being mailed to your address on file and will be received prior to the survey opening date.

Once the survey opens, if you have a valid email on file, you may also receive emails from the University of New Hampshire Survey Center to remind you that your participation in this survey is important.

Your responses are confidential, and this Access Code is to authenticate your access to the University of New Hampshire survey system.



# Letter from Negotiating Committee

Flying Partners,

All through our negotiations you have been an inspiration. When we formulated our Opening Proposal, it was based on your direct feedback and our community’s collective aspirations. Your continued support and feedback continue to be essential as we move into the next phase of our negotiations. The feedback we have received from our prior surveys, listening tours and InfoRep Program has guided us since the start of our negotiations.

Now we are again encouraging your participation in our Flight Attendant Negotiations Survey III. We encourage all Members to take the survey when it opens on September 12th. The survey will close on October 10th. Important information on how to participate in this survey is being mailed to your address on file.

We have worked closely with our polling professionals and the University of New Hampshire Survey Center to bring you this survey focused on scheduling issues that are currently on the negotiating table.

The University of New Hampshire Survey Center developed this survey using prior surveys and best practice survey methods in order to ensure a statistically valid result. The University of New Hampshire Survey Center places a strong emphasis on ensuring that data is clear and concise. Our professionals will continue to work with us throughout this process of gathering your feedback.

We cannot overstate how valuable your opinions and participation are to us, nor how powerful it is at the bargaining table. When we stand united in support of our collective priorities we will accomplish our goal of an industry leading Contract – our Solidarity will lead us to our future success.

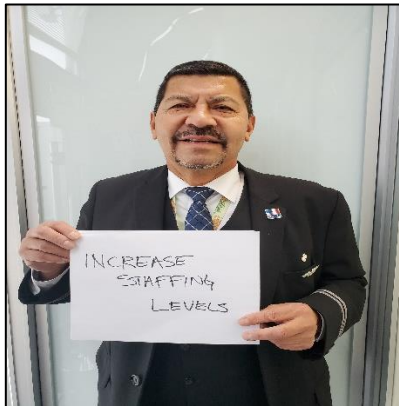
In Solidarity,

Ken Diaz    Suzanne Balzer    Greg Davidowitch    Jack Kande    Denny Wheeling

Contract 2021 Negotiating Committee

## UPCOMING NEGOTIATING SESSIONS

- September 12, 2023**  
Washington, D.C.
  - Ongoing Exchange of Counterproposals
- September 19, 2023**  
Chicago
  - Ongoing Exchange of Counterproposals
- October 10, 2023**  
Chicago
  - Ongoing Exchange of Counterproposals
- October 24, 2023**  
Washington, D.C.
  - Ongoing Exchange of Counterproposals
- November 14, 2023**  
Washington, D.C.
  - Ongoing Exchange of Counterproposals



## Negotiations Update

Our direct negotiations sessions for August were conducted in Washington, DC the week of August 7th and in Chicago the week of August 21st. During our session in Washington, DC we engaged in discussions on the costing methodologies utilized by management associated with some of our proposals. Our financial analyst, the Managing Principal at Jalmer Johnson Consulting joined us at the negotiating table. As you will recall, Jalmer Johnson Consulting, LLC ("JJC") provides a full range of analysis and advice to labor unions in the U.S. and around the world on economic, financial, and strategic issues.

Included in this edition of Negotiations News is a summarized version of the analysis we receive quarterly from JJC. This special report called [The Airline Analysis Journal](#) focuses on United Airlines Holdings, Inc. Second Quarter 2023 financial results on July 19, 2023. This report details that United Airlines achieved the highest second quarter Non-GAAP Pre-Tax Profit (PTP) Margin in the company's history. This Journal also provides an analysis of United's performance, and how it compared to that of Delta and American.

Also, during our direct negotiations in Washington, DC we made a comprehensive presentation on our AFA Employee Assistance and Professional Standards program in support of Section 33 proposal. Joining us for the presentation was our MEC Employee Assistance & Professional Standards Chairperson, Jennifer Grega, as a subject matter expert. Following the presentation, we engaged in talks as we reintroduced our Section 33 – Employee Assistance and Professional Standards proposal that had been previously rejected by management. Before the session concluded in Washington, DC, management brought a counter proposal on Section 1- Recognition, Successorship and Mergers to the table.

During our direct negotiation session in Chicago, we made a counterproposal on Section 3 – General, and Section 10 – AMC Operation. Section 3 contains many important quality of work life provisions that you have identified as important in these negotiations including Cabin Jumpseat Authority (CJA), Deadhead and On-Board Rest. While we have worked to narrow the issues in Section 10, it is clear that there are important outstanding issues on AMC and CRAF flying that need to be resolved before this section can be closed in a

Tentative Agreement. Additionally, management brought a package proposal to the negotiating table in an attempt to close out the remaining issues in Section 14 – Seniority, Section 24 – System Board of Adjustment, and Section 28 – Commuter Program which we will respond to at a future session.

As reported in our last update we previously closed all the issues in Section 31 – Union Activities. Accordingly, during the session in Chicago, we formally marked Section 31 as a Tentative Agreement.

While away from the negotiating table we continue to analyze proposals and prepare counter proposals while we work with our subject matter experts and consultants. Importantly, Cheiron, our Benefits consultants, has been working on analyzing data that was provided this month. Their analysis and recommendations will enable us to be prepared for counter proposals in Section 29 – Benefits. As you will recall, Cheiron is a world class actuarial consulting firm, and we expect their initial analysis will be completed this fall.

As you know, we have been working with the University of New Hampshire Survey Center to conduct our third negotiations survey. Flight Attendant Negotiations Survey III was mailed this past Wednesday, and will be received at your address on file prior to the opening of the survey on September 12th. This survey is a census, and all Members are encouraged to participate. The survey will focus on scheduling related items on the negotiating table.

Finally, we express much appreciation to MEC Vice President Adam Novish for his work as our Negotiations Support Coordinator (NSC). As we move forward into this next phase of negotiations and in follow up to MEC President Ken Diaz's letter of August 11, 2023, we welcome working with Jessica McKee-Trujillo as she assumes the responsibilities as our Negotiations Support Committee Chairperson. Ken has mandated our Negotiations Support Committee amplify the urgency and significance of our demands for an industry-leading Contract. Jessica has already hit the ground running as she works to strengthen the NSC and lead us as grassroots actions intensify in support of an industry leading Contract. Please join us in extending your support and welcome to Jessica.

## Why is it Called Section 6 Negotiations?

Section 6 of the Railway Labor Act (RLA) lays out the legal rules and procedures for collective bargaining for workers in the airline and railroad industries. Under the RLA collective bargaining agreements never expire, they become amendable on the date specified in the duration section of the Contract. The term “amendable” simply means: at the date specified, the Union and the company can serve notice to each other of their intent to negotiate changes to the terms. The current terms of the Contract – which are known as the “status quo” – stay in place during the negotiations process. More importantly, rather than having the right to strike immediately upon a Contract expiration date, workers under the RLA have the right to strike only if the established procedures for mediation and a 30 Day Cooling Off Period are exhausted without reaching agreement on a new Tentative Agreement/Contract.

If you're puzzled about why an act with "Railway" in its title governs us, here's a brief history lesson. The RLA was originally enacted in 1924 to govern labor relations in the railroad industry, a vital part of America's infrastructure at that time. It aimed to reduce work stoppages that could disrupt the national flow of goods. Recognizing the growing importance of the aviation sector, the act was expanded in 1936 to include us, the airline industry employees.

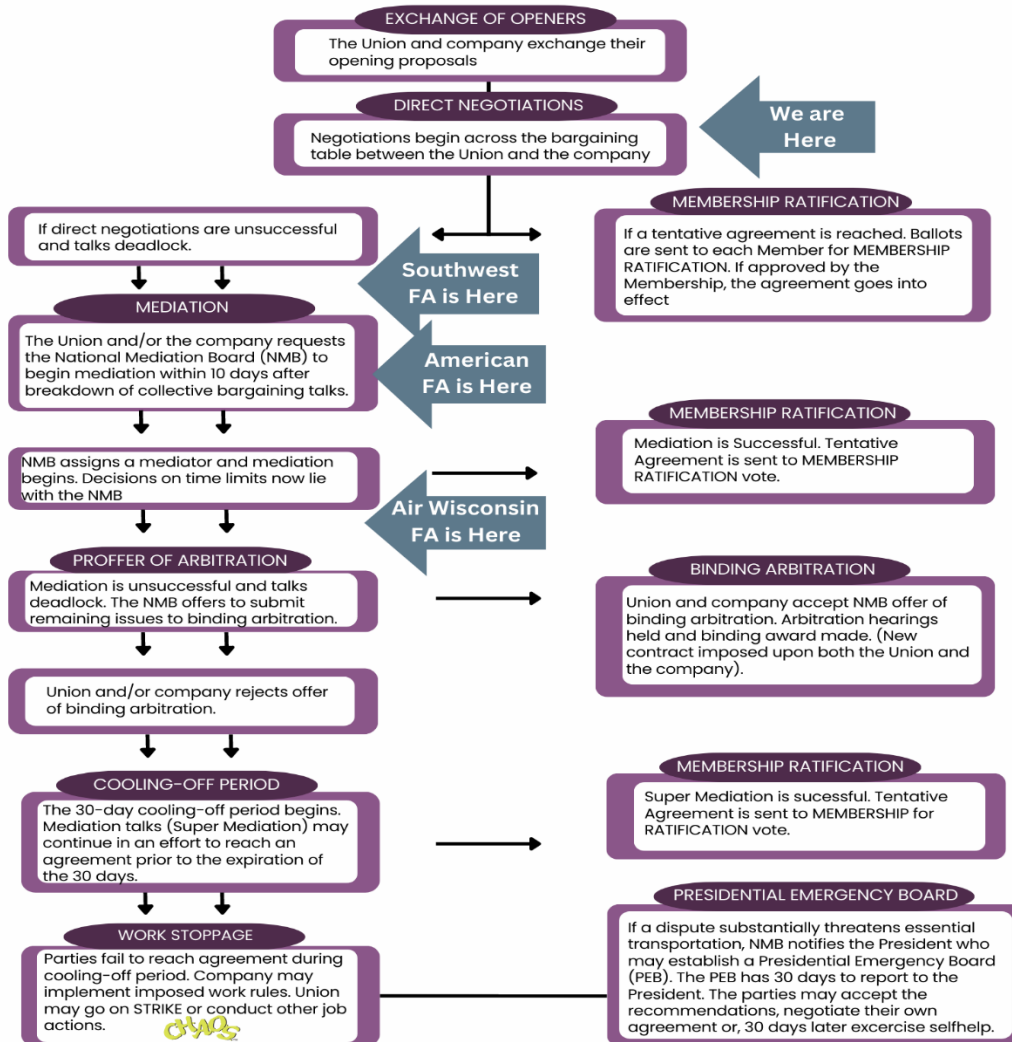
To gain a full understanding of the laws that control the negotiations process in our industry we highly recommend visiting [contract2021.org](http://contract2021.org), where we have put together an informative video that breaks down the intricacies of the RLA and Section 6 negotiations. This is especially important for those of you who are encountering Section 6 negotiations for the first time, staying informed with the updates from our Negotiating Committee is essential to a successful outcome. Our solidarity and involvement make all the difference!

The pillars upon which our success rests are unity, knowledge, and collective action. We march in solidarity towards a future where an industry leading Contract will reflect our shared aspirations and collective strength.



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## Negotiations Procedures Under the Railway Labor Act



Under the RLA, there’s a specific process that must be followed when negotiating a collective bargaining agreement (CBA). That process starts with direct negotiations between the Union and the company. If direct negotiations are unsuccessful, a mediation process begins to resolve the remaining disputed items.

Should mediation reach the point where no further progress can be made, the NMB may offer to submit the remaining disputed issues to voluntary but legally binding arbitration. If the offer of arbitration is rejected by either the Union or the company, either side can petition the NMB to be released from further negotiations. Once released, a 30-day cooling off period begins. Additional mediation talks may continue, and a Presidential Emergency Board (PEB) may be established.

If no agreement is reached after these options have been exhausted, the Union and the company have the option of exercising self-help. For the company, this includes options such as imposing work rules at their discretion. For the Union, options may include work stoppages or other job actions.



## Industry News and Updates\*

### ReAAy to Strike: American APFA Day of Action This Past Wednesday, August 30

American Flight Attendants have been negotiating a new contract since January 2019. American management is continuously trying to undermine the hard work and dedication of American Flight Attendants by offering concessionary proposals that seek to erode the decades of progress achieved through collective bargaining. APFA submitted a comprehensive economic proposal to management on March 7, and management has yet to respond, let alone offer a counterproposal.

American Flight Attendants announced the results of their strike authorization vote on the informational picket line. With 99.4% voting yes to authorize a strike, American Flight Attendants show their unwavering commitment to fight for the contract they have earned.



### Thousands Picket in Support of Alaska AFA Negotiations

On Tuesday, thousands of Alaska AFA Flight Attendants and our allies showed up to back their negotiations demands. Flight Attendants demand a contract that values the hard work and sacrifice that make Alaska Airlines successful! We will not back down from this fight! Forward! #PayUsOrCHAOS

On behalf of the Alaska AFA Negotiating Committee and Master Executive Council (MEC), thank you to everyone who joined us in person and virtually! The picket lines were filled with Flight Attendants, pilots, other airline workers, labor groups, family, friends, and community members.



### Kudos to American Airlines' Pilots on Contract Victory

In a climate of increased demand for air travel and a shortage of pilots, labor unions have seized the opportunity to negotiate better terms. American Airlines' pilots recently ratified a new contract that promises an immediate 21% wage increase, with total compensation escalating by more than 46% by August 2027. The agreement also includes other benefits such as improved retirement contributions from the airline. The contract closely aligns with those secured by pilots at Delta and United Airlines this year.



### UPS Teamsters Overwhelmingly Approve Historic Agreement

UPS Teamsters have ratified an unprecedented five-year collective bargaining agreement, winning the approval of an overwhelming 86.3% of members. The contract safeguards the interests of more than 340,000 UPS Teamsters across the country, offering wage hikes, additional full-time positions, and workplace enhancements like air-conditioning to address heat-related safety concerns.



### Hollywood Labor Disputes Intensify

The entertainment industry is also seeing its share of labor unrest, as actors join writers on the strike lines. Talks with studios have fallen through, exacerbating the existing disruption in the production of numerous shows and movies. Both the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) and the Writers Guild of America (WGA) are pushing for better pay and streaming residuals, as well as guarantees against the replacement of their work by AI technologies.



\* Source: Some Information Sourced From AFA Interactive

## Faces of Negotiations

**Faces of Negotiations**

This Contract is for ALL of us.

SCAN ME

Though our individual stories may be unique, our unity remains universal. As we continue in these negotiations for our next Contract, it is imperative that it reflects our invaluable contributions to our company’s success, prioritizes our quality of life, and safeguards our profession as a long-term career.

An industry leading Contract must address the diverse needs of all our Members. We understand that advancing and protecting each and every Member, leaving no one behind, is the essence of our collective endeavor. Every United AFA Member supporting our negotiators at the bargaining table ensures that nothing is taken for granted. We, with our 26,000+ strong United Flight Attendants, each have a reason to tell why this negotiation is important.

Our campaign, “Faces of Negotiations,” puts a face on what is important to United Flight Attendants in our negotiations in a visible way. Through this campaign, we will show our collective commitment.

To participate, capture a photo of yourself using either your cellphone or digital camera. Utilize an 8x5 white paper and a dark marker to write out a single issue representing what you consider important in these negotiations. You may contribute multiple photos that highlight your various priorities. The QR code can be used to submit your photos (full uniform, AFA pin, and no badge).