



# Contract 2021 Negotiations News

December 20, 2023  
Volume 4  
Issue 12



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



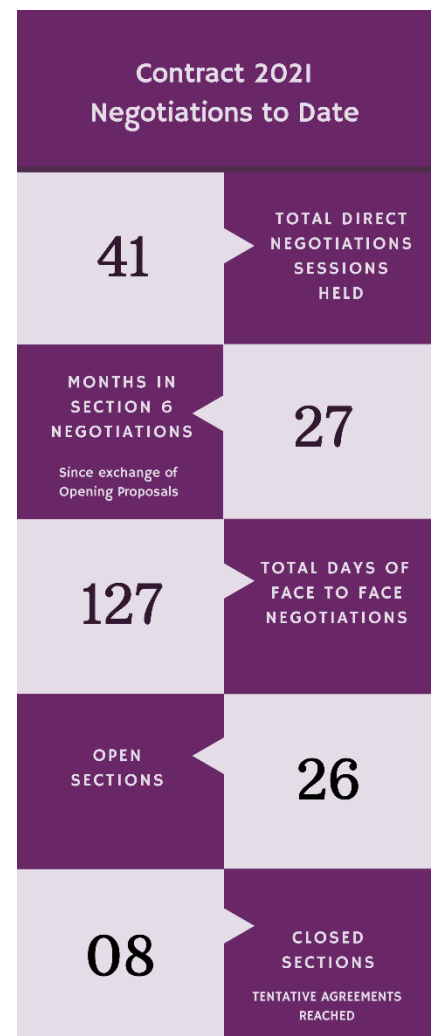
## Negotiations Update

We were back in Washington, DC the week of December 4th and have just concluded another direct negotiation session the week of December 11<sup>th</sup> in Chicago. At the conclusion of this session, it marks nearly three weeks in a row of talks. There was no progress with United Airlines and no tentative agreements were reached.

As you know, our negotiations sessions this month have been focused on closing out a package proposal. The Sections under discussion in the package proposal have included:

- Section 11 - Training & General Meetings
- Section 17 - Filling of Vacancies
- Section 20 - Medical Examinations
- Section 21 - Alcohol and Drug Testing
- Section 23 - Grievances
- Section 25 - Uniforms
- Section 30 - Union Activities

Despite efforts to narrow the issues and close out these Sections in a tentative agreement, the package proposal has now been tabled until a later date. In the event that no agreement is reached on all of the open items in the package, all of the individual proposals will revert back to their status prior to being included in the package.



## Negotiations Update (Continued)

### UPCOMING NEGOTIATING SESSIONS

Pending mediation, United Management has suspended negotiations effective with the conclusion of our last session on Dec 13th. Despite our efforts to continue to narrow issues while we wait for the mediator, the Company has made their decision to wait for mediation to commence.

By way of background, you will recall that the week of November 13<sup>th</sup> in Washington, DC we received a package proposal from management on the following Sections:

Section 23 - Grievances

Section 25 - Uniforms

Section 30 - Union Activities

After receiving the proposals and discussions at the negotiating table we analyzed management's proposals and responded later in the session. Our counterproposal expanded the package in an effort to move these negotiations forward. We included the following Sections in our package proposal:

Section 11 - Training & General Meetings

Section 17 - Filling of Vacancies

Section 20 - Medical Examinations

Section 21 - Alcohol and Drug Testing

Section 23 - Grievances

Section 25 - Uniforms

Section 30 - Union Activities

As you know from our updates there have been numerous discussions on the Sections contained within our package proposal and these issues need to be moved to close so that we can move onto other Sections. Our package proposals are focused on the items identified as important in the survey results.

During our direct negotiations session in Chicago the week of November 27<sup>th</sup>, management responded to our package proposal.

They did not believe that Section 11 should be included since there are significant economic items in our proposal and accordingly, their response only included Sections 17, 20, 21, 23, 25 and 30.

We initially disagreed with management's position on not including Section 11 - Training & General Meetings and responded with a package that addressed all of the Sections (11, 20, 21, 23, 25 & 30). We made clear that there was no reason for management not to address these proposals, other than to further delay these negotiations. Nevertheless, in an effort to close out these Sections, we dropped Section 11 from inclusion in the package and instead focused on closing out the issues in the remaining Sections.

While we have encouraged management to continue meeting while we await direction from the National Mediation Board they have decided to wait until meetings with the mediator commence. We look forward to our next steps in the New Year and will remain focused on your priorities as we fight to achieve an industry-leading Contract.

## December 14, 2023 – Solidarity Success

On December 14, 2023, we hit the picket line with our holiday spirit: Unity and Solidarity. We carried our message far and near. From Guam to London, New York to Honolulu, we stood as one, unified in our plans for the future and our fight to protect and improve our quality of life.

Thousands of Flight Attendants and fellow Union siblings came out in full force to demand an Industry-Leading Contract that we can ratify in the coming months, not years.

The power we witnessed during our Day of Action strengthens our momentum as we continue to push forward in these negotiations. Management cannot ignore the show of force displayed around the world.

The company is feeling the pressure. We will continue pursuing every resource available under the Railway Labor Act and make it clear to management that we won't back down.

We made a list and checked it twice. It's past time to find out if Management wants to be naughty or nice.



### FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

SAVE THE DATE 

## Save the Date - Our Next Day of Action!

Mark your calendars for our next Informational Picketing Event!

On February 13, 2024, we will stand in Solidarity together.

Make a plan to secure the day and bid your schedules accordingly.

This will be a unique Information picketing opportunity. We will be working in solidarity with other Flight Attendant groups who are fighting to secure an Industry-Leading Contract that we all deserve.

When we fight, we win!