

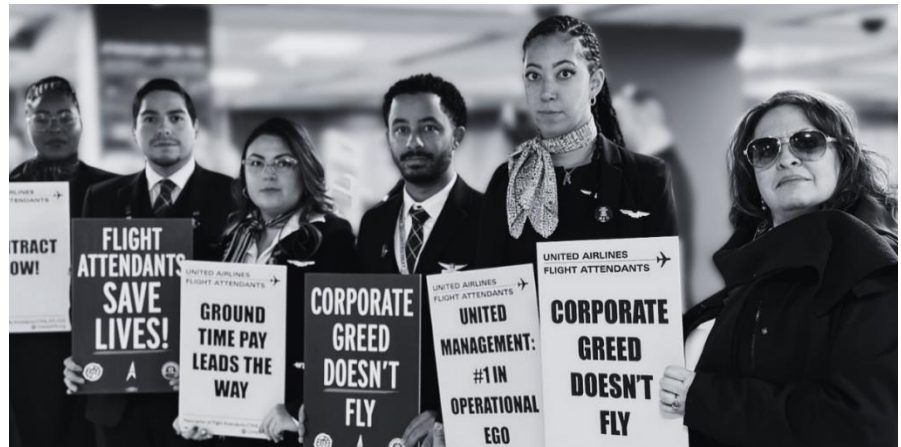


Contract 2021 Negotiations News

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



Negotiations Update

In our last publication of *On The Line* and *Negotiations News*, we discussed Federal Mediation. Currently, we are preparing for our first federal mediation session, which is scheduled for the week of March 18th in Houston, TX.

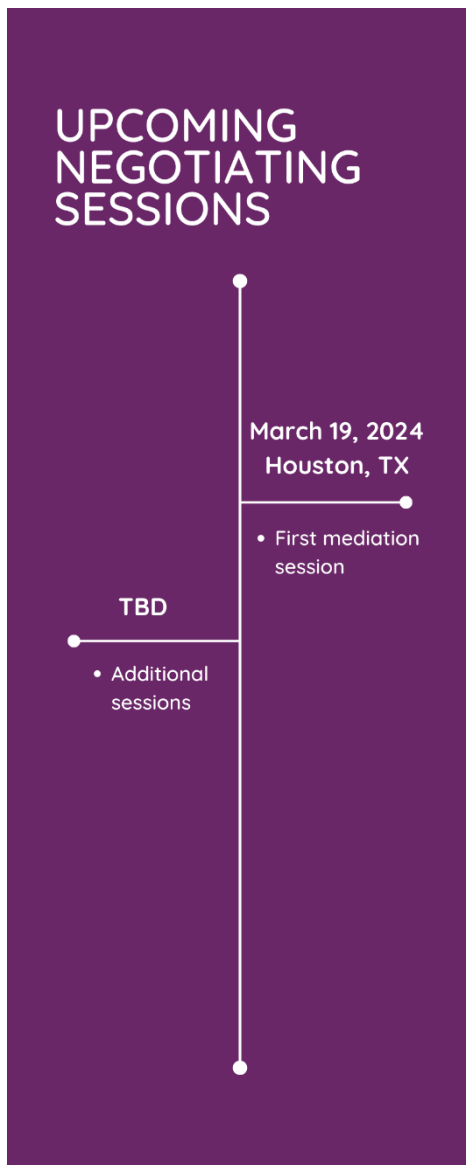
To date, management has dragged their feet in these negotiations complaining that we have too many items to talk about. Instead of dedicating time to actually talking and resolving problems, they refuse to make a commitment to a definitive timeline to conclude these negotiations. Management continues to seek delay in reaching an industry-leading tentative agreement.

As you recall, last fall, MEC President Ken Diaz engaged management in months-long discussions on expediting our negotiations through the National Mediation Board’s Expedited Mediation Program. Management ultimately refused to commit to that process and only sought to limit the number of topics that could be potentially resolved at the negotiating table. In other words, they were simply seeking a process to reach an agreement on management’s terms and not on Flight Attendant priorities. For more detail, please review Issue 4 of *On The Line*, the December 1, 2023, MEC President Letter and the December 5, 2023 edition of *Negotiations News*.

As we move into mediation, be sure you are following the process; important information on Federal Mediation can be found on our [website](#). Included in this edition is more information on the role of the federal mediator.



Negotiations Update (Continued)



We are looking to move forward in federal mediation as we continue to advocate for an agreement that represents the priorities you have determined to be necessary for a ratifiable tentative agreement. One of the first orders of business will be management’s response to the package proposal currently on the negotiating table to close out:

- Section 17 - Filling of Vacancies
- Section 20 - Medical Examinations
- Section 21 - Alcohol and Drug Testing
- Section 23 - Investigations and Grievances
- Section 25 - Uniforms
- Section 30 - Union Activities

If you haven’t done so already, please review the status of proposals in our last edition of *On The Line*. There, you will notice that the only remaining items in all of those Sections are our Section 23 proposal for ‘5 hours of add pay for contractual scheduling violation’ and management’s Section 30 proposal to ‘Reduce Union travel authority’.

Twenty-nine months have come and gone and management has yet to address, in a meaningful way, your priorities. We will continue to push them to meet often, step up, and reach agreements to close out Sections in the Tentative Agreement.

In closing, celebrate our Solidarity! The powerful message sent during our most recent Day of Action is historic and inspiring.

Flight Attendants here at United and at carriers across the industry are standing strong and fighting for significant improvements.

What is the Role of a Mediator?

Since we filed for federal mediation in December last year, we have provided updates on what the mediation process entails and how it works in our *On The Line* and *Negotiations News* publications.

What is the Role of a Mediator? (Continued)

As you know from these frequent updates, our Negotiating Committee has worked hard to advance your priorities outside of federal mediation and will continue to do so with the oversight of National Mediation Board (NMB). We remain focused on your interests and achieving an industry leading agreement now that we are in mediation.

What is the role of the Federal Mediator - Q&A

Q: What happens now that we have requested mediation from the National Mediation Board?

The NMB uses the mediation process to foster agreements and to avoid a resort to self-help whenever possible. As an administrative matter, the National Mediation Board (NMB) assigned a docket number to the case and assigned a federal mediator.

Our mediator has been working over the past few weeks by contacting both AFA and United (the parties) to begin to plan for our first session in mediation. As we have previously discussed our first mediation session is scheduled for March.

The NMB mediators are selected for their experience and knowledge in labor relations and dispute settlement. NMB mediators typically come from either union or company backgrounds and have extensive labor relations experience in either the rail or airline industries.

The NMB mediator has the authority to establish where the parties will meet while in mediation, as well as the meeting schedule, duration, and when meetings will be recessed, although these items are normally agreed upon by both parties and the mediator.

Q: What is the mediator's role in federal mediated negotiations?

The mediator's goal is to avert a strike by bringing the parties together in an agreement. They are trained to bridge gaps between the parties' positions to facilitate an agreement. It is important to note - they do not have the authority to impose contractual conditions upon the parties, or decide issues.

Q: What happens if we are unable to reach an agreement in mediation?

Another important role of the mediator is to determine when further mediation is likely to be unproductive. Once the mediator has made a recommendation, it's up

to the NMB itself (the three individuals who are appointed by the President and confirmed by the Senate) to determine how to process the case further. It's at this point that the Board can decide that further mediation would be pointless, that the parties are at an impasse, and that the parties should be released to self help.

If that determination is made, the NMB must make a "Proffer of Binding Arbitration." Either party may refuse the offer of arbitration. If either party refuses, both parties will enter a 30-day cooling

What is the role of the Federal Mediator Q&A? (Continued)

off period followed by a period where both parties are free to engage in self help – this means employees can strike and management can impose terms and conditions of employment.

Q: How long will mediation last?

There is no time limit for the mediation process, although our Solidarity can encourage progress. Mediation continues until an agreement is reached or until the NMB determines that further mediation would be fruitless due to an impasse.

Some cases have lasted weeks, others years. The mediator and the Board have substantial discretion with regards to how long to continue their mediation efforts.

For additional information, please visit our website [Railway Labor Act – Contract 2021](#) and the National Mediation Board’s website [Mediation Overview & FAQ - National Mediation Board \(nmb.gov\)](#)



Worldwide Day of Action - Solidarity Success!

On Tuesday, February 13th, United, Alaska, Air Wisconsin, American, Southwest, and more, picketed outside more than 30 airports as part of a worldwide day of action in the U.S., the U.K., and Guam. While our Unions and airlines may differ, our mission is the same, to secure industry-leading contracts that accurately represent our contributions to the success of our respective airlines.

Your participation and support made this day the success that it was. You put a face on the harsh realities of negotiations and shamed management for their greed. For too long, airline management has attempted to devalue our work while simultaneously raking in the profits of our labor. This ends now. It is time for management to realize that regardless of where we fly, we stand together, united in the fight for our profession.

An attack on one of us, unionized or not, is an attack on all of us. Flight Attendants stick together. Remember, when Flight Attendants are under attack, what do we do? STAND UP! FIGHT BACK!

The fight for the future is now. This historic event marked the unity and strength of Flight Attendants. With over 100,000 Flight Attendants represented, our message is clear, no concessions, Contract NOW!

We will continue to stand shoulder to shoulder until all Flight Attendants have the contract they deserve.

L.O.V.E. Letters -*Special Delivery*

On February 14, 2024, Members of the United Master Executive Council made a special Valentine's Day delivery to Willis Tower.

Over the past month, thousands of United AFA Members from around the world participated in our L.O.V.E Letters campaign. Whether you signed a card in person or participated in the digital campaign, your card demanding management get serious at the bargaining table, was hand-delivered!



Letting. Our. Voice. Empower. is important, as our priorities have determined the course of our negotiations. Our collective solidarity will ensure they are included in the industry-leading Contract we have earned.

Thank you to the thousands of Flight Attendants who sent their L.O.V.E. Letters to management. Your advocacy for a brighter future is the catalyst that will get the job done!

Industry News

Negotiations do not happen in a vacuum. The status of the industry as a whole, along with current or new contracts that are ratified, has a direct impact on the success of our negotiations. Understanding where other workgroups and Flight Attendants stand in their negotiations paints a very clear picture of the priorities of management throughout the industry.

Our solidarity within the labor community and our coalition with other Unions on and off the property allow us to support improvements across the industry to ratify an industry-leading contract.



Alaska Airlines

On February 13th, Alaska Airlines Flight Attendants, represented by the Association of Flight Attendants-CWA (AFA-CWA), voted 99.48% yes on strike authorization should management fail to agree to significant improvements.

Alaska Flight Attendants contract became amendable in December 2022. AFA filed for federal mediation with the NMB in September 2023.

Industry News (Continued)

The last time Alaska Airlines Flight Attendants went on strike was the famous 1993 strike. Flight Attendants took over the schedule using AFA's trademarked strike strategy, Creating Havoc Around Our System™ or CHAOS™. Now that Members have authorized a strike, AFA can request a release from the National Mediation Board (NMB), leading to a 30-day "cooling off" period and strike deadline.

American Airlines

Flight Attendants represented by the Association of Professional Flight Attendants (APFA) will be meeting with the National Mediation Board (NMB) on March 13, 2024. APFA continues to reach a stalemate at the bargaining table on multiple issues related to compensation and quality of life. APFA will be formally submitting their request to be released to a 30-day cooling-off period under the parameters of the Railway Labor Act (RLA).

As a reminder, when American Airlines Flight Attendants voted to strike, their Members voted 'YES' by an overwhelming majority of 99.47%

Air Wisconsin

On January 31, 2024, Flight Attendants at American Eagle carrier Air Wisconsin, represented by AFA, overwhelmingly voted to authorize a strike, with 99% in support of

authorizing the strike.

Air Wisconsin Flight Attendants have been engaged in contract negotiations for a year and a half. Negotiations stalled after management put forward offers with inadequate pay increases and refused to increase minimum guaranteed hours while demanding a complete scheduling system overhaul.

Southwest Airlines

The Transport Workers Union (TWU) Local 556 announced that 98 percent of its members voted to authorize a strike, the first strike authorization in its history. The union represents more than 15,000 Southwest flight attendants across 11 different bases.

Members of TWU Local 556 rejected a contract reached by their union and Southwest in December of 2023.