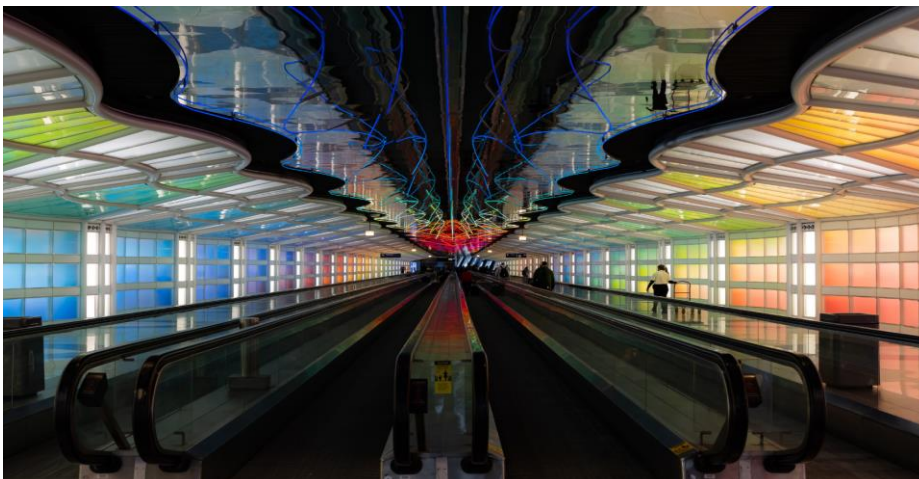




United Master Executive Council  
Association of Flight Attendants - CWA  
AFL-CIO



## Contract 2021 Negotiations to Date

23

TOTAL DIRECT  
NEGOTIATIONS  
SESSIONS  
HELD

MONTHS IN  
SECTION 6  
NEGOTIATIONS

16

Since exchange of  
Opening Proposals

66

TOTAL DAYS OF  
FACE TO FACE  
NEGOTIATIONS

OPEN  
SECTIONS

33

01

CLOSED  
SECTIONS

TENTATIVE AGREEMENTS  
REACHED

## Negotiations Update

Following our internal work in January, we met with management the week of February 20, 2023, in Chicago for direct negotiations. As you know, as of December 2022 we have presented management with all of your proposals. We will continue to discuss those topics until we reach Tentative Agreements on each Section in line with the priorities that you have determined as important in these Negotiations.

Our first direct negotiating session of 2023 was productive, in that we engaged in a number of substantive discussions as we presented and received proposals.

This week we presented proposals on:

- Section 1 - Recognition, Successorship and Mergers
- Section 9 - Special Qualification Flight Attendants
- Section 10 - AMC Operation
- Section 11 - Training & General Meetings
- Section 14 – Seniority
- Section 15 - Leaves of Absence

We received proposals on:

- Section 20 - Medical Examinations
- Section 25 – Uniforms
- Section 33 – Employee Assistance and Professional Standards

(continued on next page)

# Negotiations Update - continued

As always, our proposals are focused on your interests and priorities. We encouraged management to close out Section 1 - Recognition, Successorship and Mergers, and Scope related provisions so that we can move forward in these Negotiations.

There continues to be areas of disagreement in Section 9 – Special Qualification Flight Attendants. A presentation is scheduled for our March session regarding the Purser Program.

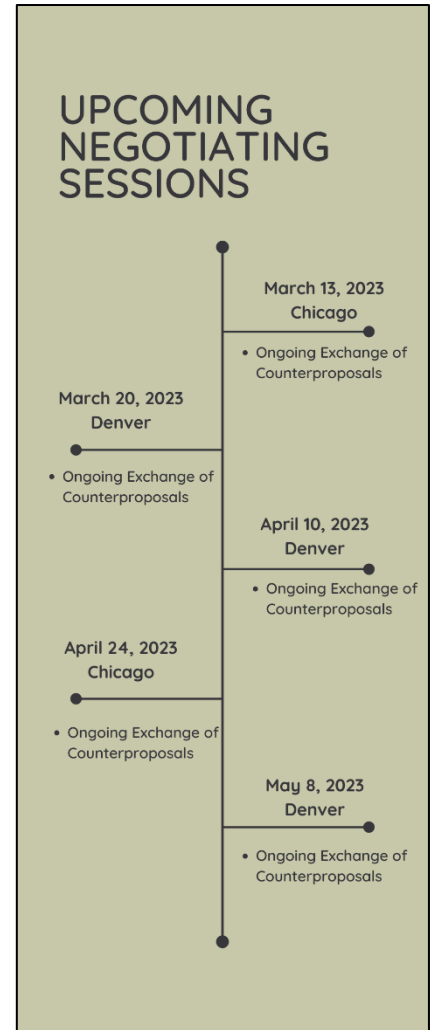
We identified some areas of common ground in our Section 10 – AMC Operation counter proposal, including moving the CRAF flying provisions into this Section. Additionally, this week we advanced your priorities in Section 11 - Training & General Meetings, Section 14 – Seniority, and Section 15 - Leaves of Absence.

We received management counter proposals on Section 20 - Medical Examinations, Section 25 – Uniforms, and Section 33 – Employee Assistance and Professional Standards.

There are substantial disagreements in all of the Sections discussed last week. We will continue to work to identify solutions in areas where there are common interests.

Moving forward we will continue to work on narrowing issues, resolving open items and striving to close out sections in tentative agreement. Over the next several sessions we will receive presentations on proposed changes to the Purser Program, a financial and business plan update and importantly we expect to receive a counter proposal from management on Section 29 – Benefits. Management has yet to present counter proposals on Section 5 - Expenses, Transportation and Lodging, Section 7 – Scheduling, and Section 8 - Reserve Scheduling Procedures.

We look forward to advancing these Negotiations. We continue to work on narrowing the issues on the negotiating table and focusing on your interests. We are working on analyzing the proposals received this week and preparing counter proposals for our next session which will be in Chicago the week of March 13 and then again in Denver the week of March 20.



## Negotiations & Social Media

Debating our individual likes, dislikes, or views of the Negotiations process has the potential to get heated. Even a simple statement that may not seem important can be taken out of context and erode our Solidarity. Remember once it's published, there is no taking it back.

Most importantly, when we publicly discuss and comment on social media about what is important to us during the course of Negotiations, management sees it too, and they will not hesitate to use that information against us.

Make no doubt, management monitors social media and giving them a view into our Flight Attendant community provides them with an advantage we cannot allow, nor afford them to have. Do not give management the advantage, keep social media for socialization and fun.

Management is watching...

# Strength Through Solidarity



In 2021, we began contract negotiations with management seeking improvements to our Contract. These negotiations have been ongoing, with Flight Attendants pushing for improved working conditions, better pay and benefits, and more job security.

In general, contract negotiations are complex and will involve mutual compromise in order to reach an agreement that is fair for both parties. It is also important for both sides to engage in respectful and constructive dialogue during negotiations in order to reach a successful outcome.

However, by now most of you should have read the proposal comparison in ***On The Line*** showing you where we are in the negotiations process in our pursuit of a tentative agreement. By reading the proposals put forth, you can see clearly what management thinks of you and your value to the company. If you haven't studied this yet, you need to.

Typically, management will attempt to divide us by claiming what Flight Attendants are asking for is unreasonable and they can't possibly afford what we have directed our Negotiating Committee to fight for. Remember, there is nothing in our proposals that doesn't come from your feedback. Do you think you're being unreasonable? Management will also try to drive

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***“Remember, there is nothing in our proposals that doesn't come from your feedback.”***

***Do you think you're being unreasonable?”***

---

a wedge by making distinctions between the “Union” and “Flight Attendants.” This is a common tactic they use because they know the facts don't support their case, so they resort to attacks designed to divide us.

These are just some of the tactics United's management will be using. It's important we recognize them and call them out for what they are. The proposal comparison speaks for itself, these are the facts. Being armed with the truth is the best tool to combat their rhetoric.

It is essential to rely on credible sources of information when following news related to our contract negotiations and other labor issues. Visiting [contract2021.org](http://contract2021.org) and signing up for Negotiations News will provide the most accurate news about the status of our negotiations.

Going forward, we have to understand the importance of supporting our Negotiating Committee as they take your demands to the company. The reality is that all 25,000 of us are the authors of the opening proposal. We told our committee what we wanted - they simply put those words on paper. In like manner, while they are our voice at the table - our solidarity is the real power in this negotiation. All of us pulling together in the same direction is an irresistible force the company can't afford to ignore. We have the power to drive this process forward if we all stay together.

Let management know we aren't interested in their tactics of division. Show your solidarity every day by making your AFA pin a consistent part of your uniform. It's a simple gesture but carries more weight than you can imagine. If you need an AFA pin, please contact your Local Council Representatives or any InfoRep you see.



# It's Not a Tentative Agreement (TA)

Section Status Chart		
Section 1	Recognition, Successorship and Mergers	Exchanging
Section 2	Definitions	No proposal from management
Section 3	General	Exchanging
Section 4	Compensation	No proposal from management
Section 5	Expenses, Transportation and Lodging	No proposal from management
Section 6	Minimum Pay and Credit, Hours of Service and Contractual Legalities	Exchanging
Section 7	Scheduling	No proposal from management
Section 8	Reserve Scheduling Procedures	No proposal from management
Section 9	Special Qualification Flight Attendants	Exchanging
Section 10	AMC Operation	Exchanging
Section 11	Training & General Meetings	Exchanging
Section 12	Vacations	Exchanging
Section 13	Sick Leave	Exchanging
Section 14	Seniority	Exchanging
Section 15	Leaves of Absence	Exchanging
Section 16	Job Share and Partnership Flying Programs	Exchanging
Section 17	Filling of Vacancies	Exchanging
Section 18	Reduction in Personnel	Exchanging
Section 19	Safety, Health, and Security	Exchanging
Section 20	Medical Examinations	Exchanging
Section 21	Alcohol and Drug Testing	Exchanging
Section 22	Personnel Files	Exchanging
Section 23	Investigations and Grievances	Exchanging
Section 24	System Board of Adjustment	Exchanging
Section 25	Uniforms	Exchanging
Section 26	Moving Expenses	Exchanging
Section 27	Missing, Interned, Hostage or Prisoner of War	TENTATIVE AGREEMENT
Section 28	Commuter Program	Exchanging
Section 29	Benefits	No proposal from management
Section 30	Union Activities	Exchanging
Section 31	Union Security and Check-Off	Exchanging
Section 32	Duration	Exchanging
Section 33	Employee Assistance and Professional Standards	Exchanging
Section 34	Letters of Agreement	Exchanging

Many of you have seen the contract proposal comparison, **On The Line**, that was mailed to your homes. For those of you who haven't read it yet, we highly recommend studying this document to see where we stand with your proposals versus management's proposals. Although this booklet is simply a proposal comparison, several people have mischaracterized it as a Tentative Agreement (TA) that will be voted on. Nothing could be further from the truth. IT IS NOT A TA!!!

Again... NOT A TA!!!

This first edition of **On The Line** is the starting point for keeping you informed of the status of your proposals as we move through the negotiations process. There will be quarterly updates to **On The Line** which will reflect any progress, or lack thereof, that we make at the table with management. By reading future editions of **On The Line** and by going to reputable sources for answers to your questions (Negotiations News, contract2021.org, local AFA representatives, and InfoReps) you'll stay informed with the facts rather than hearsay.

As you look through the portion of **On The Line** that shows the different sections of the contract, you'll see your proposals on the left side, and managements on the right side. The left side is a direct reflection of the priorities you identified in the surveys and in person feedback from the roadshows. The right side is a direct reflection of how management sees and values you. Always keep this in mind.

Many people have asked how they can help with the negotiations process. The best way to help move these negotiations along in our favor is to stay informed, engaged, and show unity with your fellow Flight Attendants. There is no substitute for an informed and engaged workforce.

Management has to realize they are dealing with 25,000 Flight Attendants unified by the common goal of a contract that improves their lives – both at work and at home. We show management our solidarity every day when we wear our AFA pins as a part of our uniform, and by making sure we have each other's backs.