

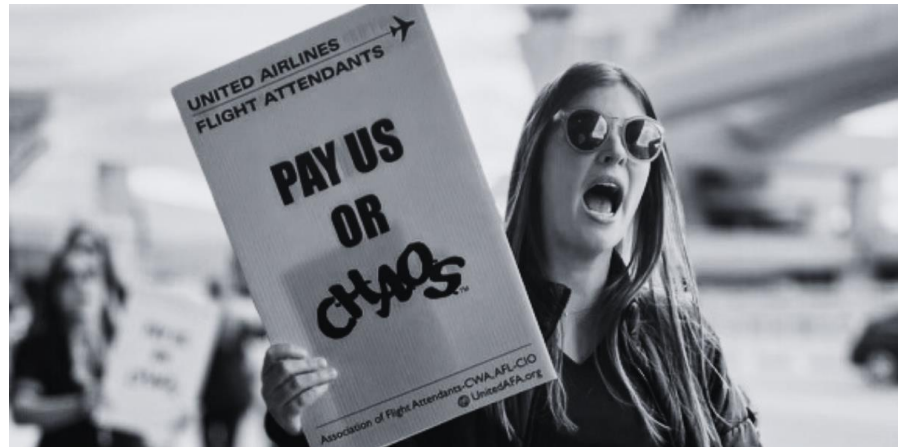


# Contract 2021 Negotiations News

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



## Negotiations Update

Our first mediation session was held in Houston the week of March 18<sup>th</sup>. The actual mediation dates were March 19 - 21, and the agenda, as set by the mediator, included a full day of discussions and presentations by AFA and management to the federal mediator.

On day one, the mediator called everyone together for introductions and a review of the 'rules of engagement'. In short, the mediator set his expectations for how the mediated sessions will be conducted. In the afternoon, the mediator met separately with AFA and our financial analyst to receive a briefing on our negotiations.

The rest of the mediated session followed the agenda set by the mediator.

One of the first orders of business was management's response to the package proposal left on the table from December. The package included proposals to close out the following Sections:

- 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



## Negotiations Update (Continued)



As you will recall, the only open items in the package from December were our Section 23 proposal for five hours of add pay for contractual scheduling violations and management’s Section 30 proposal to reduce Union travel authority.

Management’s response to the December package proposal included a modification to their Union travel proposal and continued rejection of our proposal on contractual scheduling violations. We will prepare a counter proposal to be presented at our next session. In the event there is no acceptable resolution to those two open items, then all of the proposals in Section 17, 20, 21, 23, 25 and 30 revert back to the positions prior to being included in the package.

Also, during this mediation session, we discussed our proposals to improve the work life of Reserves (Section 8 - Reserve Scheduling Procedures), and we presented another package proposal on:

Section 11 - Training & General Meetings

Section 16 - Job Share and Partnership Flying Programs

Section 18 - Reduction in Personnel

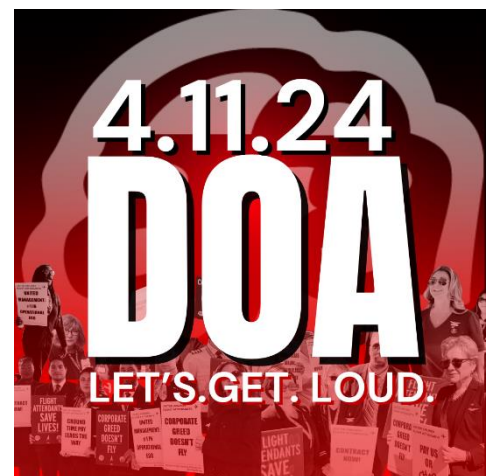
Section 26 - Moving Expenses

Before the conclusion of our first mediated session the mediator set the agenda for our next session. Our next session will be the week of April 8<sup>th</sup> in Denver. There will be continued discussions on Section 8 and we expect that management will respond to our Reserve proposals. Additionally, management will prepare a counter proposal to our package proposal (Sections 11, 16, 18 and 26) introduced at this session. We will also present a response to the two open items from the December package proposal.

### Day of Action April 11th

The seasonal travel boom is right around the corner. The traveling public will be heading to the airport in droves, and what will they see? Thousands of Flight Attendants united in our fight against corporate greed to secure the industry-leading Contract we have earned.

United's biggest fear is our solidarity. It's time to turn up the heat. Fed up with negotiations delays? SHOW UP! On April 11th, we will host a system-wide informational picketing Day of Action.



## Day of Action April 11<sup>th</sup> (continued)

The time is now to make our voices heard. United wants to lead the industry with new planes, uniforms, clubs, and expansion to new destinations; the only thing missing is... an industry-leading Contract.

### Mobilization: The Mission on Women's History Month



Throughout history Unions were built on the foundation of improving the quality of life for the workers they represent. Spanning decades of growth, the mission of Unionism has evolved to more than just the rules and regulations that protect our profession. Our mission statement and guiding principles have transformed to champion equity, inclusion, and diversity in addition to elevating our profession and answering the call to close the (still prevalent) gender gap, experienced not only here, but around the world.

Honoring the mission statement of 2024's Women's History Month, activists from around our system conducted waves of informational terminal walking on March 8th for International Women's Day. Our Solidarity, fueled by our Members and Women who advocate for equity, diversity, and inclusion, fortifies our Union, drives us forward together.

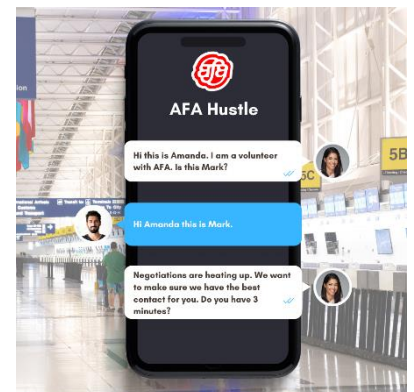
We thank everyone who walked. You embody our guiding principles every day. Building strong connections with our Members promotes the core values of our Union further as we fight for an industry-leading Contract.

### Hustle Campaign - Phase Two

On March 18, 2024, we started the second phase of the Hustle Campaign. If you were previously contacted but did not respond to the original rollout of our Campaign, you may be receiving a text message from a fellow United AFA flying partner.

These AFA volunteers will follow up to confirm your contact information with our Union. It is very important that you respond with these details. We want to keep members up-to-date with timely, accurate information about negotiations and be fully prepared for whatever it takes to get the Contract we deserve.

We are Unified and United.



## Join the Contract Action Team (CAT)

With Negotiations in full swing, the time has come to escalate our fight for a Contract and build momentum among our entire workgroup to take our advocacy to the next level.

Join the Contract Action Team (CAT) to work alongside InfoReps and play a crucial role in our mobilization efforts. As a Contract Action Team member, your actions will help build our solidarity and power and circumvent management efforts to undercut our negotiations.

### CONTRACT ACTION TEAM



- Wear an AFA Pin and Lanyard to work, to commute, to training and get others to do the same – management needs to see every day we cannot be divided.
- You'll get an advance copy of Negotiations News to be first in the know, and you will share the latest up to date information with our flying partners.
- Report back questions and comments. With your help we can squash rumors intended to divide or distract, and promote two-way communication between AFA negotiators, leaders, and Members.
- Recruit more of our flying partners to join the Contract Action Team.
- Do your part to attend and help turn out big numbers for every action we take in support of our negotiations.

## Industry Update

### American Flight Attendants (APFA)

Flight Attendants at American Airlines continue to put pressure on the National Mediation Board. APFA is asking to exercise their rights and be permitted to call for a strike action following years of direct negotiations and federal mediation. This is in response to an initial rejection of their request for release in November of last year.

On March 13, 2024, at the request of APFA, The National Mediation Board (NMB) held a status conference, to directly hear from APFA seeking a proffer of arbitration which would allow them to be released into a thirty-day cooling-off period.

This conference is following the American Flight Attendants authorizing a strike action with 99.47% in favor, and 93% of Flight Attendants voting in August of last year.

American management has failed to respond to a comprehensive proposal made by APFA over 6 months ago. Management at American Airlines has been utilizing classic union-busting tactics and has adopted inflexible bargaining positions.

American management continues to paint American Flight Attendants as being unreasonable and is actively mischaracterizing the costing of APFA's proposals.

### Southwest Flight Attendants (TWU)

After rejecting two previous agreements, Flight Attendants at Southwest Airlines have reached a tentative agreement on a new Contract. Most recently, Southwest Flight Attendants rejected the previous tentative agreement in December. Flight Attendants, represented by Transport Workers Union Local 556 (TWU), will hold a ratification vote in the coming weeks. Preliminary information provided by the TWU highlights that if the tentative agreement is ratified, it will provide a 22.325% pay rate increase effective May 1, 2024, and 3% pay increases in 2025, 2026, and 2027. The Southwest Flight Attendant Contract became amendable in 2018.

In January, Southwest Flight Attendants voted to authorize a strike, with 98% of TWU members voting in support. This was the first strike



## Industry Update (Continued)

authorization in Southwest Flight Attendants' history. The parties continued their work in federal mediation to reach this new tentative agreement.

### FedEx Pilots (ALPA)

Pilots at FedEx are growing increasingly frustrated at the lack of progress in negotiations and previously authorized strike action in February of 2023. The pilots have been in negotiations since May of 2021 and rejected a tentative agreement in June of 2023.

### ATI Pilots (ALPA)

Air Transport International pilots, represented by ALPA, authorized strike action with 99.7% voting in favor and over 98% of pilots participating. ATI pilots have been in negotiations for nearly 4 years and fly cargo and packages for Amazon.

### PSA Flight Attendants (AFA)

Flight Attendants represented by AFA have filed for federal mediation after direct negotiations have failed to reach a tentative agreement. AFA had been in direct negotiations on a limited number of issues since February of 2022.

### OMNI International Flight Attendants (AFA)

Flight Attendants at Omni Air International, represented by AFA, voted on February 29th to authorize a strike action with an overwhelming 100% voting in favor with 91% participating.

Omni Flight Attendants have been engaged in contract negotiations for a year-and-a-half overseen by the National Mediation Board. Negotiations slowed after management put forward offers with inadequate pay increases, unacceptable duty day lengths, and inadequate rest.

### Lufthansa Flight Attendants Authorize Strike Actions (UFO)

Days after Lufthansa announced record 2023 profits, Flight Attendants represented by Unabhängigen Flugbegleiter Organization (UFO) returned a strike authorization, with over 96% of Flight Attendants voting in favor of a strike action.

Flight Attendants are demanding a 15% pay increase following record profits being announced, while management is currently only offering them a 10% pay increase.

Massive rallies in Frankfurt and Munich expressed disappointment in the airline. In accordance with German labor laws and following the strike authorization, Flight Attendants struck the carrier on March 12th and 13th, affecting over 100,000 passengers. The strike began at the Frankfurt and Munich airports and cancelled all flights between 0400 and 1000 local time.

### Alaska Flight Attendants (AFA)

Alaska Airlines Flight Attendants authorized strike action on February 13th. If federally mediated talks continue to be unproductive, they will seek a release to strike from the National Mediation Board.

The next two rounds of mediated talks will take place April 16-18 and May 14-16.

### United Technicians (IBT)

On February 28, 2024, the Teamsters announced a Tentative Agreement (TA) for United Technicians and Related employees. This TA is an extension of the CBA that became effective December 5, 2016. If ratified, the amendable date would be December 5, 2028.

The current 2022 Extension Agreement is amendable December 5, 2024. Technician basic wage scale increases include:

- 4.0% - effective August 11, 2024
- 6.87% - effective December 5, 2024

## Industry Update (Continued)

- 3.0% - effective December 5, 2025
- 3.0% - effective December 5, 2026
- 3.0% - effective December 5, 2027

The Tentative Agreement provides for the expiration of their Retiree Bridge Medical coverage to December 5th, 2028 (current expiration is December 5th, 2026)

Additional changes include:

- Guam Pension improvements
- Increase in the number of Heavy Check lines performed in-house to three (3), current book is two (2)
- A new eighty (80) hour cap on Personal Convenience leaves
- Restriction from moving holidays two days before or two days after the Thanksgiving, Christmas and New Year's Day holidays