



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



Negotiations Update

Contract 2021 Negotiations to Date

26

TOTAL DIRECT
NEGOTIATIONS
SESSIONS
HELD

MONTHS IN
SECTION 6
NEGOTIATIONS

Since exchange of
Opening Proposals

19

75

TOTAL DAYS OF
FACE TO FACE
NEGOTIATIONS

OPEN
SECTIONS

33

01

CLOSED
SECTIONS

TENTATIVE AGREEMENTS
REACHED

Direct negotiations continued this month during the week of April 10th in Denver and April 24th in Chicago. During the week of April 17th, we attended the Spring MEC Meeting where we provided a comprehensive update on our negotiations and the status of proposals.

During our session in Denver, we received an initial proposal from management on Section 8 - Reserve Scheduling Procedures. They have proposed the elimination of many significant current work rules and have rejected your proposals on quality of work life improvements. We will continue to advance your proposals and remain focused on the clear and determined feedback we have received from you on necessary improvements.

Management also presented proposals on Section 2 – Definitions, and Section 10 – AMC Operation. Proposals in Section 2 will continue to evolve during the course of negotiations so that necessary defined terms are incorporated into our Collective Bargaining Agreement. Progress is being made regarding AMC and CRAF flying provisions, although there remains substantial disagreement regarding death and disability benefits, and additional discussions are necessary on flight assignments associated with this flying.

While in Denver, we presented another counter proposal on Section 18 - Reduction in Personnel. Unfortunately, talks on this section have failed to narrow the issues. We remain undaunted and focused on your proposals based on your feedback and the most recent experience when United and the industry were forced to reduce personnel as a result of the pandemic and associated financial crisis.

While in Chicago, management brought their initial proposal on Section 29 – Benefits to the negotiating table. We also received a presentation on the Purser Program and an update on the state of the company including financials and fleet plan at United Airlines. During this week both our benefit and financial consultants were with us as they continued assisting us with our work of analyzing management’s proposals and preparing counter proposals.

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Negotiations Update *continued*

The Benefits proposal we received seeks significant concessions to current provisions including the elimination of the Traditional Medical PPO, tying Optional Medical Plans to only those offered to management and administrative employees, eliminating the cap on increases to the spousal surcharge, removing certain HMOs from the restrictions on being discontinued and annual increases to deductibles, co-pays, out of pocket maximums and other fixed values.

Additionally, management is seeking changes to our Long Term Disability Plan while rejecting our proposed improvement for long term disability coverage for drug, alcohol, and substance abuse treatment benefits without a waiting period.

Finally, before we concluded our direct negotiations session this week, we presented management with a counter proposal on Section 19 – Safety, Health, and Security.

Our next sessions are scheduled for the weeks of May 8th in Denver and May 15th in Chicago. It is anticipated the parties will continue discussions on open sections on the negotiating table. We are one step closer to having all of management’s proposals on the negotiating table.

A Pilot Strike Vote Under The Railway Labor Act

American Airlines' pilots have voted overwhelmingly to authorize their Union to call for a strike if needed, while the airline's management claims that negotiations for a new Contract are nearing a resolution.

The Allied Pilots Association announced on May 1, 2023, that more than 96% of American's pilots participated in the vote, and 99% of them voted in favor of allowing their Union to call a strike. This action is a procedural step to authorize a strike, not a vote to strike immediately, indicating growing frustration among pilots in today's labor marketplace.

The unified response from the pilots is a highly visible show of resolve to American Airlines management and an important negotiating tool a Union may use. Solidarity is any Union’s greatest power and demonstrating that to management increases pressure to reach an agreement more quickly.

The Allied Pilots Association president, Capt. Ed Sicher, wrote to pilots, stating that “Today marks a proud milestone in our pilot group’s unity and resolve and an important step on our path to securing the contract we have earned and deserve, one that prevents management from operating at a discount to our competitors and includes our ‘must have’ quality of life priorities.” Pilot contract talks have been challenging throughout the industry, including at American, United Airlines, and Southwest Airlines, as pilots seek not only pay increases but also quality-of-life improvements such as better and more predictable schedules as travel demand improves following the pandemic.

For more detailed information about the Railway Labor Act and how it applies in the airline industry, please visit our website at contract2021.org

