



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



## Negotiations Update

### Contract 2021 Negotiations to Date



We have concluded our November direct negotiations session in Chicago where we presented our Section 29 – Benefits proposal. Management brought their proposal on Letters of Agreement to the table.

We presented our comprehensive benefits proposal outlining the provisions contained in our Opening Proposal. Some important items, such as the specifics on provisions related to cost sharing for Medical and Dental Benefits remain to be discussed during the economic phase of our negotiations.

We made it clear that directionally our proposals contemplate a more equitable cost sharing for Medical, Dental, and associated benefits. As you know, our Section 29 – Benefits proposal also includes provisions to improve retirement benefits. Our consultants are awaiting additional data and when we move into the economic phase of our negotiations, we will present specifics on items in our Opening Proposal that are marked as TBD (to be discussed).

Management presented their proposal on Letters of Agreement (LOA 1 – LOA 27) contained in our current collective bargaining agreement. They have provided their view on what Letters of Agreement are no longer applicable and those that they believe should be addressed within other Sections of our Agreement. Other than identifying which Letters of Agreement they would like to incorporate in other Sections, or eliminate, there were no specifics related to the issues covered by the current Letters of Agreement at this time.

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# Negotiations Update - continued

Additionally, during our extended negotiations session we presented a counter proposal to management's Section 6 - Minimum Pay and Credit, Hours of Service, and Contractual Legalities initial proposal received last month. Our counter proposal included the provisions contained in our Opening Proposal and rejected proposals on items related to enabling a Preferential Bidding System

We also presented a counter proposal on Section 12 – Vacations, which included all of the provisions contained in our Opening Proposal. Also, during this session, management presented another counter proposal on Section 28 – Commuter Program, it is clear that additional discussions on this Section are necessary.

Next month we will continue direct negotiations on the sections already on the table and we will introduce our final Opening Proposal, Section 4 – Compensation. As with the economic items contained within our Section 29 - Benefits proposal, many items will continue to be 'TBD' until we move into the final stages of negotiations.

We wish you and your families a happy Thanksgiving season.

**Here's what you can do**   
**[www.contract2021.org](http://www.contract2021.org)**

With each one of us doing our part, we can help our Negotiating Committee achieve the best possible contract for all. Using our contract2021.org website, here are four ways that you can contribute.

### Know How It Works

- Learn about the negotiating process, the laws, and regulations that govern it.

### Engage In The Process

- Share your thoughts with our Negotiating Committee through your InfoReps, surveys, and Local Council Representatives.

### Stand Up In Support

- Get involved as an InfoRep and participate in our solidarity activities backing our Negotiating Committee.

### Stay Informed

- Keep up on the latest news, updates, and information about negotiations directly from our official sources -
  - [www.contract2021.org](http://www.contract2021.org)
  - InfoReps

