



Contract 2021 Negotiations News

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Issue 10



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



Negotiations Update

October has proven to be a busy month as we move into the next phase of our negotiations. Discussions on expediting negotiations continue and MEC President Ken Diaz has an important update in our current issue of *On The Line*.

During our direct negotiations session in Chicago the week of October 9th we engaged in proposals and counter proposals on the open items in Sections 10, 14, 19, 22, 24 and 28. We stood firm on rejecting management’s concessionary proposals in these Sections and advancing incremental improvements in order to move forward onto other Sections in these negotiations.

Dates for the first quarter of next year were calendared. We will meet in direct negotiations the week of January 8th and 29th, February 19th and 26th and March 11th and 18th.

We attended the Fall meeting of the United Master Executive Council. On October 19th we presented a comprehensive in person update to your Local Council Presidents on the status of negotiations and reviewed in detail the Status of Proposals on each Section currently on the negotiating table. The current issue of *On The Line* summarizing this information is now available on our website.

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Negotiations Update (continued)

Tentative Agreements

Leading up to our first negotiations related Day of Action, during our session in Washington, DC the week of October 23rd, we reached Tentative Agreements on six Sections. As we reported previously, we have been discussing a package proposal included open items from:

Section 10 – AMC Operation

Section 14 – Seniority

Section 19- Safety, Health and Security

Section 22 - Personnel Files

Section 24 – System Board of Adjustment

Section 28 – Commuter Program

Our current *On The Line* publication contains a Status of Proposals – due to the advance time associated with our Communications Committee needed for producing and distributing *On The Line*, you will notice items in these Sections marked as ‘contingent’ which was current as of October 12, 2023.

Since publication of *On The Line* those items marked as ‘contingent’ have been agreed and therefore each of those Sections are now closed in a Tentative Agreement. Also, you will note that we have prevailed in our effort to secure an agreement on no attendance points for occupational illness/injury (not marked as ‘contingent’ in *On The Line*).

Section 10 – AMC/CRAF Operation

Section 10 – AMC Operation has been modified to include Civil Reserve Air Fleet operations.

The Section has been closed in a Tentative Agreement and includes

(for additional information see *On The Line* Issue 4):

- Increased loss of life payout
- personal life insurance indemnification
- improved disability payment
- required periodic updates to the CRAF volunteer list
- CRAF assignments at each base in seniority order

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UPCOMING NEGOTIATING SESSIONS

- November 14, 2023
Washington, D.C.
 - Ongoing Exchange of Counterproposals
- November 28, 2023
Chicago
 - Ongoing Exchange of Counterproposals
- December 5, 2023
Washington, D.C.
 - Ongoing Exchange of Counterproposals
- December 12, 2023
Chicago
 - Ongoing Exchange of Counterproposals

Negotiations Update (continued)

Section 14 – Seniority

The Section has been closed in a Tentative Agreement and includes (for additional information see *On The Line* Issue 4):

- Transfer to nonflying duties because of physical incapacity or injury - retain and accrue seniority for a period equal to a maximum duration of a Medical Leave of Absence
- Transfer to nonflying or management duties within Inflight-related areas and Company Business Assignment (COBUS) are closed as BOOK.
- Transfer as Emergency Procedures Instructor (EPI) continue to accrue seniority

Section 19 – Safety, Health and Security

The Section has been closed in a Tentative Agreement and includes (for additional information see *On The Line* Issue 4):

- Safety, Health and Security Committee Members included as United Airlines Response Team and provided transportation for aircraft accident and incidents
- Safety, Health and Security Committee access to IORs
- Debrief After Incident and Emergency Response Notifications Letters of Agreement

Section 22 – Personnel Files

The Section has been closed in a Tentative Agreement and includes (for additional information see *On The Line* Issue 4):

- No attendance points for occupational illness/injury
- Performance Letter of Warning 2 – maximum duration 12 months

Section 24 – System Board of Adjustment

- System Board of Adjustment (SBA) panel of at least 13 arbitrators
- SBA panel renegotiated every 2 years
- 88 scheduled SBA days per year
- Improved scheduling of hearing dates
- Improved Expedited Arbitration process

Section 28 – Commuter Program

The Section has been closed in a Tentative Agreement and includes (for additional information see *On The Line* Issue 4):

Eligibility for qualifying under Commuter Program when commuting by air:

- 2 flights – at least one controlled by the Company, if using a carrier other than United or United Express secondary flight must be controlled by the Company
- Availability within 24 hours prior to departure
- Revenue ticket eligible for Commuter Program
- Substitute Pairing to end no later than the final day of the original pairing for Domestic pairing

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Negotiations Update (continued)

We will keep moving forward in line with the September 6th resolution of the United MEC and look forward to a positive response from management on the discussions to expedite our negotiations. For further information, please see the MEC President letter in the current issue of *On The Line*.

Next month we will continue to push forward with your support and will remain focused on closing Sections and advancing your priorities.

United Pilots Ratify Their Agreement Through Solidarity

On September 29, 2023, United pilots voted with overwhelming unity, ratifying their Tentative Agreement with an impressive 82% majority. What's even more remarkable is that an astounding 97% of eligible pilots actively participated in this crucial voting process. This Agreement officially came into effect on that very day, ushering in a new era of positive change for our colleagues in the flight deck. Their Agreement brings forth more than 200 improvements, including immediate pay rate increases. Over the course of its four-year duration, the ALPA leadership has affirmed that this Contract will set the industry standard, providing unmatched compensation, an enhanced quality of work-life, comprehensive benefits, and job protections. It represents a significant leap forward for our fellow aviators and sets a high bar for labor agreements in the aviation industry.

The exceptional 97% participation rate in the pilot's ratification vote stands as a testament to their unwavering unity and commitment to their cause. Many of our pilot colleagues displayed tremendous determination throughout their long and challenging journey. They faced turmoil and upheaval along the way, but they persevered, demonstrating the incredible power of unity and resolve.

Their success, achieved through solidarity and hard work, is now becoming a reality. It's a source of inspiration for all of us and a reminder of what can be accomplished when we actively engage and stand together as a united front.

Now, it is our turn to take the baton and carry forward this spirit of unity and determination. Let us rally together, just as our pilot colleagues have, to achieve the improvements, protections, and benefits that we deserve. By working together and remaining steadfast in our resolve, we can make substantial progress and continue to strengthen our union.

As your union leaders, we are committed to advocating for your interests and ensuring that your voices are heard. Together, we can build upon the success of our pilot colleagues and secure a brighter future for all United Flight Attendants.





October 26, 2023 – Day of Action!

Our Flight Attendant group came out today in Solidarity for our October 26th Day of Action and has energized us to take these negotiations to the next level. We deserve better from this company and will stand together time and time again to get what we deserve. We came together in full force and are Red Hot Mad at the concessionary proposals this company has offered us. We showed the company and the public that WE WANT MORE!

It's OUR time. It's OUR future. It's OUR Contract.

Visit our United AFA MEC Social Media platforms to view our Power In Action that was displayed systemwide.



Airline Industry Negotiations Updates

Alaska Airlines Flight Attendants

The Alaska Airlines AFA Master Executive Council has previously reported that their negotiations have been productive but now have hit a roadblock.

Last week, Alaska AFA MEC President Jeffrey Peterson expressed disappointment with the way management was handling their comprehensive proposals in the final stages of their negotiations. “Management has not shown up to the table with proposals that reflect our value. We shared our outrage with what they have proposed. The Negotiating Committee was incensed and canceled our scheduled November session.”

Additionally, MEC President Jeffrey Peterson was quoted as saying, “we are very disappointed in the way management handled their comprehensive proposals to us. So, we are going to wait until the National Mediation Board mediator meets with us in December. We hope that the company will come back with a renewed interest in achieving a deal as quickly as possible while still maintaining our bargaining priorities.”

Alaska management’s proposal, presented during their October 17-19 session included:

- 15% wage increase
- No boarding pay
- No improvements to vacation, longevity premium, or additional holidays
- Small increase in a 401k match
- Small increase in per diem
- Four-year duration

Additional solidarity activities are currently in the planning phase and will be announced before the start of their December 2023 bidding.

American Airlines Flight Attendants

The APFA Board of Directors is planning a meeting next month to approve taking the next steps under the Railway Labor Act. It is expected that APFA will seek to be released to self-help and ask the National Mediation Board (NMB) to authorize them to strike after the legally required 30 day cooling off period. American Flight Attendants have been in federal mediation and the final stages of negotiations. They are seeking a release after reporting their management team continues to refuse to address their demands at the negotiating table.

The American Airlines APFA Flight Attendant Contract became amendable in 2019. APFA announced that at their bargaining session at the end of September, they presented management with comprehensive proposals on all remaining non-economic and economic issues. They also announced that they are at the stage of negotiations where they are working to narrow the issues to either move towards an agreement or to be in a position to request the National Mediation Board (NMB) to release us into a thirty-day cooling off period.

Also last month, APFA members voted nearly unanimously to authorize a strike. If negotiations with American don't show progress, the Union could take the next formal step toward a strike, namely requesting that the National Mediation Board (NMB) grant it a release from those negotiations as soon as the upcoming holidays.

Southwest Airlines Flight Attendants

While in federal mediation, Southwest Flight Attendants have reached a Tentative Agreement nearly five years after their amendable date that will be sent for membership ratification in November. Details of their new Tentative Agreement will be provided to TWU members in early November. This new Tentative Agreement follows an escalating campaign of public protests and picketing and a rejection of an Agreement in Principle in June.

The Southwest Airlines and Transport Workers Union (TWU) Flight Attendant Contract became amendable in 2018.

In June, negotiating teams representing Southwest management and the Transport Workers Union (TWU) Local 556 reached a labor agreement-in-principal, only to see it rejected by the Union's board.

The TWU Local 556 Negotiating Committee announced that negotiations with Southwest Airlines management are resuming and currently taking place in Tampa, Florida and have made it clear that Southwest Flight Attendants demand the Contract they have already earned.

In her opening statement to the company, TWU Local 556 President and Lead Negotiator Lyn Montgomery stated that “the frustration and anger are at unprecedented levels as a result of inaction and mismanagement on part of Southwest Airlines.”

The Negotiating Committee recommended Southwest recognize that while company executives continue to reap rewards at Flight Attendants’ expense, negotiations would come to an impasse, and strike procedures would be started.

In addition, the Negotiations Committee made it unequivocally clear to their members: “should we fail to find a satisfactory resolution at this table, we will initiate strike procedures that will be of significance this holiday season as the nation remembers Southwest’s last Holiday season. If there’s any doubt about our capability to strike either collectively or legally, let there be no doubt about our capability to strike either collectively or legally, let there be no doubt about our resolve. And know this – the nation’s eyes will be upon us, watching closely.”

Southwest Airlines Pilots

The Southwest Airline Pilot Association (SWAPA) has issued Southwest Airlines pilots a “90-day strike warning.”

SWAPA and Southwest Airlines must reach an agreement by November 30, 2023, according to their SWAPA website. If an agreement is not in sight, the National Mediation Board may declare an impasse. A strike could then allegedly occur within 90 days.

As background, Southwest Airlines pilots stated on their website that they have been in contract negotiations for nearly three-and-a-half years with no meaningful progress. They have been in federal mediation since September 2022. The SWAPA pilots have said loudly and clearly with the recent Strike Authorization Vote that enough is enough.

According to the SWAPA website:

- “Our pilots have surrendered tens of thousands of days off against their will to cover an oversold schedule and a broken crew scheduling department.”
- “Our pilots have been forced to leave in record numbers to seek better career opportunities at our competitors. (You deserve to have the safest, most experienced pilot flying your family, don’t you?)”

- “At the start of this year, our managers pocketed millions in bonuses within days of cutting our employees’ profit-sharing by half due to the worst operational meltdown in the history of U.S. commercial aviation.”
- “Our pilots have seen zero raises in the wake of record inflation, deteriorating work conditions, and increasing cost of living away from home.”
- “Our pilots have been scheduled for increasingly longer duty days and shorter rest periods, resulting in record fatigue calls and consequent schedule disruptions.”

In addition, the SWAPA announced that “these are just a few of the conditions that have pushed the pilots of Southwest Airlines to decide that a strike is a necessary option. Should the National Mediation Board release our pilots to self-help, Southwest pilots will conduct a strike.”

Faces Of Negotiations

Though our individual stories may be unique, our unity remains universal. As we continue in these negotiations for our next Contract, it is imperative that it reflects our invaluable contributions to our company’s success, prioritizes our quality of life, and safeguards our profession as a long-term career.

An industry leading Contract must address the diverse needs of all our Members. We understand that advancing and protecting each and every Member, leaving no one behind is the basis of our collective endeavor. Every United AFA Member supporting our negotiators at the bargaining table ensures that nothing is taken for granted. We, with our 26,000+ strong United Flight Attendants, each have a reason to tell why this negotiation is important.

Our campaign, “Faces of Negotiations,” puts a face on what is important to United Flight Attendants in our negotiations in a visible way. Through this campaign, we will show our collective commitment.

To participate, capture a photo of yourself using either your cellphone or digital camera. Utilize an 8x5 white paper and a dark marker to write out a single issue representing what you consider important in these negotiations. You may contribute multiple photos that highlight your various priorities. The QR code can be used to submit your photos (full uniform, AFA pin, and no badge).

Faces of Negotiations
Photo Campaign

This Contract is for ALL of us.

SCAN ME