



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



## United MEC President Letter



Dear Flying Partners,

Flight Attendants are seeing RED! You have been educated, engaged, and now enraged during these negotiations. Over the past 18 months, you have undertaken an impressive journey. You have educated yourselves about the intricacies of the Railway Labor Act and our negotiations process. You have engaged, attended Listening Tour Roadshows, AFA meetings throughout our system, contributed to our surveys, and joined our InfoRep program. Now, we find ourselves enraged. Enraged by two summers of operational meltdowns and the clear failure of this management to engage meaningfully in negotiations.

Thousands of you are wearing a Red AFA pin as a symbol of your solidarity and anger at this management's failure to take these negotiations seriously. Your anger at the current state of United Airlines and the foot-dragging in our negotiations resonates deeply with me.

It is unsettling that it took this current Inflight management group over a year and a half to present all of their proposals. Now that these are in front of us, the seriousness – or lack thereof – of their intent becomes evident. If you haven't already, I urge you to examine the latest edition of "On The Line" available on our negotiations website, to gain deeper insights into where we stand.

I want to assure you that we are not backing down. Our efforts are doubling, and our resolve is stronger than ever. I have mandated our Negotiations Support Committee to amplify the urgency and significance of our demands for an industry-leading Contract.

While we have been working tirelessly to narrow the issues and find common ground where possible, we have now seen the complete picture of what the current management group thinks of you. Their proposals are concessionary, and I want to assure you, we have not, and will not accept it.

Let me be clear: We will not entertain any concessionary offers from this management group.

Standing together as one, our joint voices will persist in advocating for the values and interests that are vital to our community. In these negotiations, we are committed to securing a Contract that leads the industry.

Our solidarity is our strength. Together, we will battle, we will endure, and we will triumph. We ARE seeing RED.

In Solidarity,  
Ken Diaz, President  
United Master Executive Council

## Negotiations Update

Since the last edition of Negotiations News, we provided the United Master Executive Council with a comprehensive overview of our ongoing negotiations and the Status of Proposals at the Summer MEC Meeting on July 14, 2023. Following our report, the MEC had an opportunity to offer their comments, and we engaged in a Q&A session, including from Members in attendance.

Our direct negotiations sessions for July were conducted in Washington, DC the week of July 17th and in Chicago the week of July 31st. The month of July marked the 18th month in direct negotiations. During our session in Washington, DC we finally received management’s first proposals on Section 4 – Compensation and Section 5 – Expenses, Transportation and Lodging. United Vice Present of Labor Relations Michael Jones attended this session.

Section 4 – Compensation: Management finally responded to your Section 4 proposal that was presented on December 13, 2022. As you will recall from when we discussed the Section 4 proposal with management in December, we made it clear that the expectation of United Flight Attendants is that base pay rate increases would be retroactive to the amendable date of our current Agreement. We also presented improvements to the manner in which Incentive Pay rates are calculated, pay protections associated with White/Purple Flag, Late Arrival Pay and the critically important Ground Time Pay. There were numerous improvements proposed during our session in December, including placeholders for industry leading

overrides and pay formulas (specific rates are to be discussed during the final stages of negotiations).

As has been the course for this management group, when we finally received their proposal, they once again rejected your demands for significant improvements. They are seeking “BOOK” on how Incentive Pay, White/Purple Flag, and Drafting Pay are calculated. They have rejected proposed improvements for Drafting Pay, Holiday Pay, Call-Out Pay and other pay factors. Furthermore, they outright rejected a number of proposals including Ground Time Pay, Late Arrival Pay, the inclusion of pay overrides for Language Qualified Flight Attendants on vacation or sick leave, Purser Preparation Pay and Essential Worker Pay. They also proposed significant concessions on how Purser Vacation and Sick Pay are calculated.

Section 5 - Expenses, Transportation and Lodging: It took management even longer to respond to your Section 5 proposal that was presented to them on September 13, 2022. Your proposal included:

- Changes to how Domestic and International Per Diem are defined
- The inclusion of a Cost of Living Adjustment (COLA) into our Contract
- Aligning Crew Meal and Lodging provisions with pilots
- Improvements to Gainsharing and updating expense reimbursement amounts and procedures for transportation

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## Negotiations Update (continued)

As you will recall we also proposed a series of improvements designed to alleviate the operational issues you have identified as needing to be addressed in these negotiations. Your proposals related to hotel & transportation issues during irregular operations (and when lodging/transportation is not available or prearranged by the Company) will mitigate the failures of the crew desk in arranging for hotels and transportation.

Nevertheless, once again, after a protracted period of time, we finally received their proposal in Section 5, and it addresses none of the items you have identified as important. They have rejected aligning Crew Meals and Lodging provisions with the pilots, COLA, and all proposals related to hotels and transportation issues during irregular operations (or when lodging/transportation should have been otherwise arranged by the crew desk). They are seeking “BOOK” on Gainsharing and the elimination of reimbursed cab expenses that are currently provided.

It was made clear that these and the other proposals management has brought to the table are not acceptable. It was also made clear that management needs to address the proposals we have brought to the table in a meaningful manner so as to move forward to a ratifiable agreement.

Before concluding our Washington session, we presented a counter proposal on Section 26 – Moving Expenses- Our proposal was the same as our last proposal on Moving Expenses since management had not previously addressed any of the open issues.

We continued direct negotiations the week of July 31st in Chicago. Management provided us with their counter proposals on Section 21 – Alcohol and Drug Testing and Section 31 – Union Security and Check-Off. We are continuing to review their Section 21 counter proposal and their Section 31 proposal closes out its remaining open items. We expect to formally mark this Section as a Tentative Agreement during our next direct negotiations session in Washington, DC.

We presented a counter proposal on Section 34 – Letters of Agreement (LOA) and reviewed modifications to current Letters of Agreement, including LOAs 4, 14, 24, and 27.

Our next session will be in Washington, DC the week of August 7th. A financial discussion is planned for early that week, when our Economic and financial consultant will join us.



## United Flight Attendant Negotiations Survey III

In addition to the valuable insights, we gather through our InfoRep Program, we will conduct another Negotiations Survey this Fall.

The University of New Hampshire Survey Center will conduct the survey to update the comprehensive AFA Negotiations Membership Survey I and Membership Survey II to help inform our ongoing negotiations. The Negotiations Survey will be open on September 12th and close on October 10th.

Flight Attendant Negotiations Survey III was developed with the assistance of outside professionals to insure a statistically valid result. We continue our work with the University of New Hampshire Survey Center, who will administer the survey and work with us to analyze the results.

This survey will focus on scheduling related issues currently on the negotiating table. Your participation, responses and the survey results will be confidential. The survey is expected to take approximately fifteen minutes to complete. This survey is a census, that means we are inviting all Members to participate, and your participation is vitally important to insure a statistically valid result.

Tell us about your aspirations and priorities for our ongoing negotiations. We want to know what you think, what you care about, and what concerns you may have, as we move forward in our negotiations. You are the voice and the FACE of these negotiations. This is another opportunity to get involved and be a part of our Contract Negotiations.

Your voice matters and we are listening to you!