



Contract Negotiations Commence in August 2020 With Early Opener Provision

Under the Railway Labor Act (RLA), which is a United States federal law that governs labor relations in the railway and airline industries, Collective Bargaining Agreements (aka Contracts) do not expire, they become amendable. That is, they become subject to negotiations on a certain date. Our Joint Collective Bargaining Agreement (JCBA) with United becomes amendable at midnight, August 28, 2021.

We negotiated into our JCBA, a provision for a 1-year early opener, allowing us to commence negotiations in August of this year. In advance of Direct Negotiations, which is the stage of the negotiations process where opening proposals are exchanged between the Union and the company, our Negotiating Committee has been conducting industry research and a review of other airline Contracts. Additionally, our Negotiating Committee has met with each of our MEC Committees, MEC Officers, and Local Council Officers.

Our opening proposal is based on, and will reflect the collective priorities identified in the results of the Flight Attendant Negotiations Survey, direct feedback from you, our AFA Committees, and your Local Council President. The opening proposal is our starting position. The company, in turn, will also prepare an opening proposal. However, unlike ours, their opening proposal will be based solely on their priorities.

Prior to the exchange of opening proposals with the company, our Negotiating Committee will present the opening proposal to the United Master Executive Council, which includes your Local Council President, for review and approval, prior to the exchange of opening proposals with the company.

After Direct Negotiations commence, with the exchange of opening proposals with management, our Negotiating Committee will travel to all Flight Attendant bases, where they will present you with our opening proposal, as well as the company's.



Look for additional information over the coming months as we bring you along and make you a part of the negotiations process via our [Negotiations Newsletter](#) and [InfoRep](#) program. Details encompassing the negotiation process, including a timeline of what you can expect, can be found on our dedicated Negotiations website, contract2021.org



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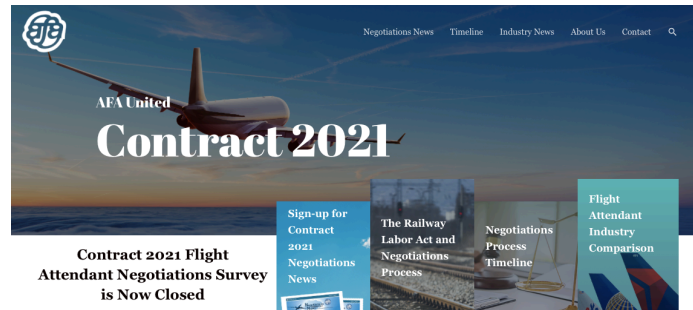
THANK YOU for your participation!

Now that the window for completing the Negotiations Survey has closed, the University of New Hampshire (UNH) will begin the process of compiling the survey responses. Once that process is complete, the survey data will be provided to the Negotiating Committee. The Negotiating Committee will, in turn, begin analyzing the survey data and review all of the information you entered into the proposal section of the survey.

As Members of AFA, we determine our collective priorities for negotiations. The Negotiating Committee relies on, and will utilize, the survey results to understand our priorities, and to establish the framework for these negotiations. You'll know from our Opening Proposal what the priorities are that we've collectively identified.

As we reported in the last edition of Negotiations News, the results of the survey are strictly confidential and will not be published. The reason for this is simple; the data contained in the survey results is sensitive to our negotiating strategy. Likewise, you won't see the company openly divulge their strategy for negotiations.

You'll know from our Opening Proposal, what collective priorities were identified in the survey. After the Union and company exchange Opening Proposals, in August of this year, our Opening Proposal will be presented to you.



NEW contract2021.org Negotiations Website

At the end of December 2019, we launched the new contract2021.org website, featuring the latest news and information regarding Contract 2021 Negotiations.

The website is mobile friendly and will self-adjust to any device you use, with no need to download an app, and will continue to evolve over time. During the coming months, and throughout the Negotiations process, we'll continue to update the website with more resources, news, and Negotiations status updates. You can expect to find:

- An overview of the [Railway Labor Act \(RLA\)](#), which governs labor relations in the airline industry
- A [Biography](#), on each Member of our Negotiating Committee and our Professional Negotiator/Labor Attorney
- How you can support our Negotiations and our Negotiating Committee leading up to and during Negotiations
- Information on our [Negotiations Support Activists InfoReps](#)
- The [Negotiations Timeline](#) and explanation of key dates.
- Relevant [Industry Contract Comparisons](#)
- [Negotiations News](#), informative articles, and the latest Industry updates
- AND MUCH MORE!

IMPORTANT!

Don't forget to bookmark contract2021.org on your smartphone, tablet, or computer for easy access to all the latest news and information.