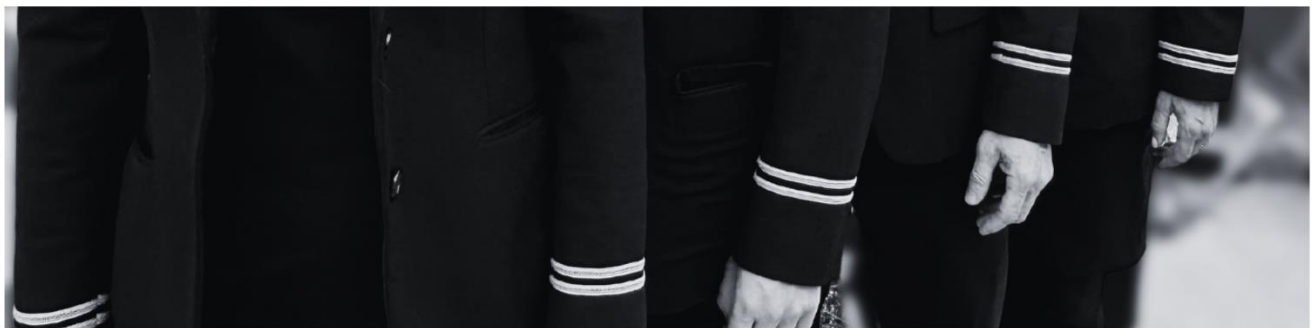


ON THE LINE

AUGUST 2023
ISSUE NO. 03



OUR CONTRACT | OUR FUTURE | ALL IN WE WIN



CONTRACT PROPOSAL COMPARISON

THE STATUS OF EACH CONTRACT SECTION

Our negotiations process involves the exchange of proposals between our Union and the company. At present, our direct negotiation sessions are focused on addressing one or more specific proposals. As the proposal develops, counterproposals are exchanged with the aim of reaching an agreement and concluding that particular section.

A Tentative Agreement (TA) refers to the agreement reached between our negotiating committee and the company's negotiating committee (**note: Section where a "TA" has been reached will be highlighted in purple**). However, any TA is subject to our Union Policies and Procedures. Once we reach a Tentative Agreement on each Section, we will have a full Tentative Agreement that requires acceptance by the United Master Executive Council (MEC) and subsequent ratification by the United Flight Attendants. If the United Flight Attendants ratify the Tentative Agreement, it will become our new Contract.

STATUS OF PROPOSALS AS OF JULY 10, 2023

The following chart provides an overview of the status of each contract section, indicating which side currently holds each proposal. All sections are currently open, with the exception of Section 27 which we have a TA on as indicated by the purple text.

AFA		United Management	
Section 02	Definitions	Section 01	Recognition, Scope and Mergers
Section 03	General	Section 04	Compensation
Section 07	Scheduling	Section 05	Expenses, Transportation and Lodging
Section 08	Reserve Scheduling Procedures	Section 06	Minimum Pay and Credit, Hours of Service and Contractual Legalities
Section 09	Special Qualification Flight Attendants	Section 11	Training & General Meetings
Section 10	AMC Operation	Section 12	Vacations
Section 19	Safety, Health and Security	Section 13	Sick Leave
Section 26	Moving Expenses	Section 14	Seniority
Section 28	Commuter Program	Section 15	Leaves of Absence
Section 29	Benefits	Section 16	Job Share and Partnership Flying Programs
Section 30	Union Activities	Section 17	Filling of Vacancies
Section 33	Employee Assistance and Professional Standards	Section 18	Reduction in Personnel
Section 34	Letters of Agreement	Section 20	Medical Examinations
		Section 21	Alcohol and Drug Testing
		Section 22	Personnel Files (Discipline)
		Section 23	Investigations & Grievances
		Section 24	System Board of Adjustment
		Section 25	Uniforms
		Section 31	Union Security and Check-Off
Section 27	Missing, Interned, Hostage or Prisoner of War	Section 27	Missing, Interned, Hostage or Prisoner of War

Negotiations To Date

Total Direct Negotiations Sessions Held	30
Months in Section 6 Negotiations (since exchange of Opening Proposals)	21
Total Days of Face to Face Negotiations	87
Open Sections	33
Tentative Agreements	01

(As of July 10, 2023)

August 1, 2023

Dear Flying Partners,

I wanted to take this opportunity to address a matter of utmost importance to all of us: the lack of respect from the current management when it comes to the pursuit of a new Contract.

Over the past 18 months, we have been engaged in Direct Negotiations, but unfortunately, there has been little progress on the part of management. During this lengthy negotiation period, we have not received all of the proposals from management, and this is a matter of concern for all of us. The declining morale within our Flight Attendant community necessitates the presence of decision-makers from United management who can actively address your priorities in these negotiations.



It is evident that the current management has been insensitive to our needs thus far. We find ourselves in a culture where management lacks trust in Flight Attendants. This is evident through excessive punitive actions that can affect even those with a clean work history.

We have a CEO who seemingly doesn't care. He has allowed inadequate staffing at the crew desk, hotel desk, call centers, and onboard the aircraft. Meanwhile, he over-scheduled our airline to the brink of operational disaster while jetting off on a private plane.

As dedicated United Flight Attendants, we work tirelessly each day to ensure the safety and comfort of our passengers. We have earned the right to have our priorities acknowledged and addressed in these negotiations. Unfortunately, the current management has only presented concessionary proposals that do not align with the priorities you have clearly expressed in surveys and with in-person feedback. Let me reiterate that we stand firm in our decision not to accept any concessions. It is crucial that any Agreement we ratify comprehensively addresses our compensation, work-life improvements, benefits, work rules, and retirement security.

CEOs and management at airlines come and go, viewing this as just a job, and they treat us as if the same were true for United Flight Attendants. However, this is our career, and we will be here long after this current management regime has taken their bonuses and moved on.

The time has come for us to stand up and fight back. Our collective resilience has the power to turn the tide. Let us embrace this challenge as an opportunity to reinforce our commitment to excellence. Throughout the system, an increasing number of AFA red pins are being worn as a symbol of our Solidarity in the fight for the improvements we have rightfully earned.

In light of these circumstances, I strongly encourage you to actively participate in the following initiatives:

- Sign up for the Info Rep program to stay informed about the latest updates and developments.
- Sign up for United AFA Communications via our website at www.unitedafa.org to receive regular updates and stay informed.
- Stay engaged and involved in the negotiations process. Your input and involvement are crucial to our success.

Remember, our Solidarity will be the decisive factor in these negotiations, pressuring management to address United Flight Attendant priorities.

United Flight Attendants deserve a Contract that recognizes our dedication, professionalism, and the invaluable contributions we make to the success of our airline. Let us remain united and unwavering in our commitment to achieving a Contract that reflects our true worth.

In Solidarity,

Ken Diaz, President
United Master Executive Council

Caring Company

As fellow Flight Attendants and advocates for your rights, we write to emphasize the importance of collectively bargained benefits not only for you but also for the success of United Airlines as a caring company. Beyond work rules and compensation, benefits form an integral part of our work-life experience. Solid benefits demonstrate United Airlines' investment in your overall well-being and future.

The feedback we receive, including the results of the Negotiations Surveys, clearly highlights that Flight Attendants are seeking careers that provide a better work-life balance. Healthcare and retirement benefits, schedule flexibility, work rules, and time off all play significant roles in fulfilling these needs. Recent public polling further supports the importance of healthcare and retirement security, with 70 percent of cities becoming less affordable. It is evident that workers are seeking assistance with healthcare expenses and improved retirement benefits. Your demands to be rewarded for your contributions and the prioritization of future planning, such as retirement security, are based on your valuable feedback.

In a competitive job market, attracting and retaining qualified workers is becoming increasingly vital. Successful companies recognize the importance of addressing their employees' personal and professional needs, prioritizing their well-being, and providing comprehensive health and retirement benefits. Failing to do so in this post-pandemic world leads to higher attrition rates and low employee engagement. Unfortunately, the current management has yet to acknowledge these realities or take any steps to improve United Airlines' ranking on the Forbes annual ranking of the World's Best Employers. As you may recall, United Airlines ranked a disappointing 591, placing it at the bottom among ranked airlines.

In fact, management's actions seek to worsen the situation. They have rejected your proposals for Section 29 - Benefits improvements, including the elimination of the Retiree Medical Sunset Clause. Shockingly, they have also proposed eliminating our Traditional Medical PPO, which is our best and most comprehensive required medical plan. This would adversely affect thousands of United Flight Attendants and their families and is absolutely unacceptable. Furthermore, their proposals include cuts to benefits and increased healthcare expenses, such as deductibles, co-pays, out-of-pocket maximums, and other fixed values.

The importance of benefits cannot be overstated. United Flight Attendants deserve to be rewarded and appreciated for their valuable work. Our Section 29 - Benefits proposal aims to support your health and financial well-being, both now and in retirement. On the contrary, management's proposals seek to worsen your terms of employment and will only exacerbate the challenges in hiring and retaining United Flight Attendants.

In Solidarity,
Greg, Jack, Denny & Suzanne

CONTRACT2021.ORG
Contract2021.org is the primary resource for our Negotiations. 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:

- Learn about the Negotiating process, the laws, and regulations that govern it.
- Share your thoughts with our Negotiating Committee through your InfoReps, surveys, and Local Council Representatives.
- Get Involved as an InfoRep!
- Keep up to date on the latest updates, news and information about Negotiations directly from our official sources.

INDUSTRY COMPARISON
The website Contract2021.org features a detailed comparison of the airline industry, covering various aspects. A crucial aspect of effective negotiations involves continually raising our standards above those of our competitors. Pattern bargaining is a proven strategy utilized not only by AFA but also by other Unions in the industry. By educating ourselves with accurate information, we strengthen our unity and collaborative efforts based on truth, preventing management from creating divisions among us.

NEGOTIATIONS NEWS
Negotiations News is our electronic newsletter from the Negotiating Committee which currently is published once per month reporting on our most recent direct Negotiations sessions. The update contains information on the most recent Negotiations session(s), a snapshot of the status of proposals, and other valuable information.

STATUS OF NEGOTIATIONS – COMPARISON OF PROPOSALS

As you read this issue of *On The Line*, you will see the review of the proposals on the negotiating table is comprehensive. However, not all proposals are exhibited – only for the purpose of keeping this presentation to a reasonable length.

The left-hand box is a summary of our proposals, the right-hand box is a summary of management’s proposals. We have attempted to summarize each parties’ position as concisely as possible - where both columns indicate the same – it indicates agreement on that provision. Proposals in red text indicate a change from the last Status of Proposals in the prior edition *On The Line*.

RED = Updated changes from last issue

Purple = Tentative Agreement (mutual Agreement between AFA and United Management)

Status of Proposals Summary as of June 15, 2023

SECTION 1 - RECOGNITION, SUCCESSORSHIP AND MERGERS	
<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> BOOK 	<ul style="list-style-type: none"> Flights operated by UAL pilots staffed with Flight Attendants covered by Collective Bargaining Agreement
SECTION 2 - DEFINITIONS	
<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Eliminate Co-Terminals Eliminate Sub Bases Harmonize terminology for example: Flight service Leader (FSL) /International Purser (IP) <p>Add Definitions:</p> <ul style="list-style-type: none"> Reassignment Notification Work With Add Pay Health Care Provider Ground Time <ul style="list-style-type: none"> BOOK Re-define actual flight time to begin and end with main cabin door closure and opening Increase Paid Holidays to 8 from 5 BOOK BOOK <ul style="list-style-type: none"> Expand definition of Open Time to include variable staffed positions Expand definition of "Pairing" to include working position designator on all pairings 	<ul style="list-style-type: none"> Maintain and expand Co-Terminals Eliminate Sub Bases Harmonize terminology for example: Flight service Leader (FSL) /International Purser (IP) BOOK <ul style="list-style-type: none"> Alter Drafting definition to "only at Base" BOOK <ul style="list-style-type: none"> BOOK Re-define Domestic Base to include US territories Re-define "Month" to either 29, 30, or 31 days at Company discretion BOOK <ul style="list-style-type: none"> BOOK

SECTION 3 - GENERAL

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Expand & Clarify Cabin Jumpseat Authority (JS) and Reciprocal Cabin JS provisions Improve Out of Base Parking Improve Crew Lounge facilities and provisions Expand & clarify Crew Scheduling recording language Align Deadhead with ALPA language and provisions Improve & expand on Deadhead deviation Institute commission for Buy on Board Improve Crew Rest provisions – facilities and minimum rest times Defined Pairing Information Requirements LINK provisions in language BOOK 	<ul style="list-style-type: none"> Reduce ability to Jumpseat - increase time for listing and check-in, eliminate ability to list and check-in at airport, and clarify Reciprocal Cabin JS provisions Eliminate Out of Base Parking BOOK Add chats to Crew Scheduling recording language Delete ability to drink under specific conditions while deadheading Restrict Deadhead deviation (permission, duty waiver) If released, responsible for own transportation BOOK Limit Crew Rest on Domestic flights - Jumpseat only for :30 rest - no enhancement to Crew Rest facilities BOOK BOOK Requirement for Flight Attendants to be “available” to Scheduling while on layovers

SECTION 4 - COMPENSATION

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Increase Base Pay rates, retroactive to amendable date Increase Incentive Pay rates and formula Pay Protection for White/Purple Flag Increase lineholder monthly minimum from 71 to 75 hours Increase ALL position overrides (Galley, Language Qualified, Language Incentive, Purser, International Purser, Night, International) Increase paid holidays from 5 to 8 Improve Profit Sharing Plan Increase reserve guarantee from 78 to 90 (18 days available) Increase Reserve Override (add seniority) Ground Time Pay Late Arrival Pay Essential Worker Pay 	<ul style="list-style-type: none"> No Proposal

SECTION 5 - EXPENSES, TRANSPORTATION AND LODGING

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Expand International per diem Align Crew Meal provisions with ALPA Cost of Living Adjustment Align Hotel provisions with ALPA Improve and clarify Hotel Gainsharing Increase Cab/Transportation Allowance 	<ul style="list-style-type: none"> No Proposal

SECTION 6 - MINIMUM PAY AND CREDIT, HOURS OF SERVICE, AND CONTRACTUAL LEGALITIES

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Increase & expand Ratio in Guarantees (RIGs) including protection for supersonic flying Increase Drafting Pay BOOK Harmonize monthly maximum for Lineholders and Reserves - 95 hours Improve Holding Pay BOOK BOOK Adjust reserve minimum days off to reflect 18 days of availability (12 or 13 days off in 30/31 day month) Establish a cutoff date to set minimum days off <ul style="list-style-type: none"> Allows trip trading without losing days off prior to the cutoff date Establish minimum times for crews to brief, stow bags & conduct pre-flight safety checks <p>Domestic Duty Day Maximum</p> <ul style="list-style-type: none"> Domestic duty day maximum for duty starting at: <ul style="list-style-type: none"> 0500 - 1859: 12:00 scheduled/14:00 actual 1900 - 0459: 10:30 scheduled/12:00 actual HVT: 14:00 scheduled/16:00 actual <p>Domestic Duty Day with Red Eye:</p> <ul style="list-style-type: none"> No ground time greater than 1:30 No segment after Red Eye Minimum legal rest before/after Red Eye: 18:00 FFD Maximum duty day: 10:30 scheduled/12:00 actual <p>Maximum Segments:</p> <ul style="list-style-type: none"> Domestic 4 segments maximum <p>International Duty Day Maximum:</p> <ul style="list-style-type: none"> Multi/non-stop Flight time/DH up to 8:00 12:00 scheduled/14:00 actual Multi/Non-stop 8:01 to 12:00 14:00 scheduled /16:00 actual Non-stop 12:00 to 16:00 Check-in + flight time + customs + debrief. (+3:30 for actual) Non-stop over 16:00 Check-in + flight time + customs + debrief. (+2:00 for actual) BOOK 	<ul style="list-style-type: none"> BOOK Subject to reassignment if illegal for next assignment after drafting Change Line Guarantee: Paid the greater of line award or actual block (credit offset). Guarantee can only increase if pick up is from Open Flying or reassigned. Eliminate monthly maximum for Lineholders and Reserves Eliminate Holding Time limitations Eliminate reserve 35-in-7 Eliminate 1-in-7 BOOK BOOK Check-in time no earlier than 1:30 before departure at home or layover <p>Domestic Duty Day Maximum</p> <ul style="list-style-type: none"> Domestic duty day: <ul style="list-style-type: none"> 14:00 scheduled/18:00 actual <p>Domestic Duty Day with Red Eye:</p> <ul style="list-style-type: none"> No segment scheduled to work after Red Eye No more than 1 segment rescheduled to work after Red Eye Can be scheduled or rescheduled to deadhead after Red Eye <p>Maximum Segments:</p> <ul style="list-style-type: none"> Domestic 5 segments scheduled 6 rescheduled <p>International Duty Day Maximum:</p> <ul style="list-style-type: none"> Multi/non-stop Flight time/DH up to 12:00 14:00 scheduled/22:00 actual Same as above Multi/Non-stop over 12:00 Check-in + flight time + ground time + customs + debrief. (+3:30 for actual) Same as above Island Hopper: <ul style="list-style-type: none"> 16:30 scheduled/22:00 actual

International Multi- Segment Duty Day with Red Eye:

- No ground time greater than 1:30
- No segment after Red Eye
- Minimum legal rest before/after Red Eye: 18:00 free from duty (FFD)
- Maximum duty day: 10:30 scheduled/12:00 actual

Maximum Segments:

- **International 4 segments maximum**

Domestic Minimum Legal Rest at Home:

- 12:00 (FFD)
- Waivable for trade
- Not shorter than previous duty period
- 18:00 FFD before and after HVT or duty period with Red Eye

Domestic Minimum Legal Rest at Layover:

- 11:00 FFD if hotel 15 minutes away
- 12:00 FFD if hotel more than 15 minutes away
- Not shorter than previous duty period
- 18:00 FFD before/after duty period with Red Eye
- Place of Lodging (POL) minimum cannot be shorter than FFD legal rest by more than 2 hours

International Minimum Legal Rest at Home

- Flight/DH Time in Last Duty Period:
 - up to 8:00 = 12:00 FFD/10:00 waiver
 - 8:01 - 10:00 = 14:00 FFD/10:00 waiver
 - 10:01 - 14:00 = 18:00 FFD/12:00 waiver
 - 14:01 - 16:00 = 24:00 FFD/12:00 waiver
 - Flight/DH > 18:00 = additional 2:00 FFD for each 1:00 (or portion)/16:00 waiver
 - For each 4 time zones crossed= add 1:00 FFD

International Layover Minimum Legal Rest

- Flight/DH Time in Last Duty Period:
 - ≤ 8= 14:00 FFD/12:00 POL
 - 8:01 - 10:30= 15:00 FFD/13:00 POL
 - 10:31 - 14:00= 20:00 FFD/17:00 POL
 - 14:01 - 16:00= 24:00 FFD/21:00 POL
 - Flight/DH > 16:00 = add 2:00 FFD (and POL) for each 1:00 (or portion)
 - For each 4 time zones crossed: add 1:00 FFD
 - Improved Place of Lodging (POL) Minimum

International Multi-Segment Duty Day with Red Eye:

- BOOK

Maximum Segments:

- BOOK

Domestic Minimum Legal Rest at Home:

- 10:00 (FFD), but require 12:00 (FFD) scheduled between pairings for trades/10:00 (FFD) actual

Domestic Minimum Legal Rest at Layover:

- 10:00 (FFD)
- Eliminate Place of Lodging (POL) minimum

International Minimum Legal Rest at Home

- Flight/DH Time in Last Duty Period:
 - up to 10:00 = 10:00 FFD
 - 10:01 - 14:30 = 14:00 FFD
 - ≥14:31 = 16:00 FFD
 - Must have an additional scheduled 2 hours FFD between pairings for trades - reducible for actual
 - No increased rest for ultra-long haul or time zones crossed

International Layover Minimum Legal Rest

- Flight/DH Time in Last Duty Period:
 - up to 10:00= 10:00 FFD
 - 10:01 - 14:30= 14:00 FFD
 - ≥14:31= 16:00 FFD
 - No increased rest for ultra-long haul or time zones crossed
 - No increased rest for time zones crossed
 - Eliminate Place of Lodging (POL) minimum

<ul style="list-style-type: none"> • International 4 segments maximum • BOOK • BOOK 	<ul style="list-style-type: none"> • BOOK • Must remain contactable/available on layover • Operational Reliability Incentive – crew desk can require shortened layover
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SECTION 7 – SCHEDULING

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • Set trigger for awarding variable positions in bid • Set timeframe for publishing variable positions • Clarify Charter provisions • Increase staffing levels • Improve reserve line construction • Improve line construction (Red Eye, # of days/trip, mix of trips) • Eliminate sub-base (International Purser & Language Qualified) • Ability to decline adjustment if end of month conflict • Open Time trade windows earlier in month • Improve complete line trade process • Improve/simplify Bad Day Worse Day (BDWD) trades • Trades for pairings of unequal number of days cannot decrease time more than 5 hours <ul style="list-style-type: none"> • Except that if TOTAL number of days traded into is greater or equal than days traded out, 5-hour restriction does not apply • Realistic reserve pool numbers and guaranteed minimum number of trades • BOOK • Minimum time for trips in Open Time/Ads before Out of Base pick up • Increased time for Out of Base pick ups • Improve and expand Jetway Trades <p>Reassignment:</p> <ul style="list-style-type: none"> • Late Arrival Pay • BOOK • Eliminate SWAP <p>Before leaving the base:</p> <ul style="list-style-type: none"> • Reduce reassignment window from 4 to 2 hours • Clarify language • If based at international domicile, reassignment cannot interfere with next calendar day off without Flight Attendant approval 	<ul style="list-style-type: none"> • No trigger for awarding variable positions in bid • No timeframe for publishing variable staffing positions • Increase number of special purpose flights where Company can designate Flight Attendants, from 10 flights to 30 trips • FAA minimum staffing for the aircraft • Preferential Bidding System • Preferential Bidding System • Eliminate sub-base (International Purser & Language Qualified) • Preferential Bidding System • Incompatible bids are subject to reassignment • Seniority based trading beginning on the 27th day of the preceding bid month <ul style="list-style-type: none"> • Trades with Open processed twice a day • Pick up from Open processed twice a day, except instant pick up for same day via computer • Trades and pick up from Open awarded based on order of assignment of open pairings categories • Eliminate complete line trades • Eliminate BDWD trades • Trades for pairings of unequal number of days cannot decrease time more than 2 hours • Open Time trades only when Scheduling determines that sufficient reserve coverage exists • From 20th until 27th, no trades or pickups allowed (mutual and open) for last 5 days of bid month • Eliminate Out of Base pick ups • Eliminate Out of Base pick ups • BOOK <p>Reassignment:</p> <ul style="list-style-type: none"> • Eliminate reassignment pay • Subject to reassignment on each day of original pairing until Company recoups all lost time • Eliminate SWAP <p>Notice on calendar day of departure:</p> <ul style="list-style-type: none"> • Maintain reassignment window - 4 hours • May be required to contact Scheduling each day of lost pairing for reassignment • If based at international domicile, may be reassigned to pairing(s) scheduled to return within 24 hours of original

Notice of one or more calendar days:

- Clarify language

After leaving Base:

- 5 hours add pay if unable to return within 12 hours of original and no more than 8 hours into day off

Late Arrival Pay

- Applies to both Domestic & International trips
- 2 hour trigger, no offset, all trips

Restoration of days off:

- Applicable anytime worked into day off
- Auto pay at 90 days
- Days owed listed in CCS
- Increase from 5 to 8 hours of add pay
- Add restrictions on reassignment from deadhead

Personal Drops:

- Eliminate Personal Drop trip trade restrictions
- Clarify Partial trip drop

Improve PTO provisions:

- Unused slots must be awarded until 0001 day before
- Eliminate PTO trip trade restrictions

Seniority Option:

- Clarify

Order of Assignment of Open Pairings:

- Clarify

Irregular Operations Procedures:

- Clarify

Connection Time:

- Increase minimum connecting time at DEN, EWR, GUM, IAH, LAX, ORD and SFO to 60 minutes

Scheduling Timeline Chronology:

- Adjust timeline to start earlier in the month

Notice of one or more calendar days:

- Subject to reassignment at any time - prior trip scheduled to operate
- Responsible to check schedule at 1930 before each day of lost pairing

After leaving Base:

- Eliminate requirement to return within 12 hours of original and no more than 8 hours into day off

Late Arrival Pay

- None

Restoration of days off:

- Applicable only for minimum days off
- Removed from first day of next scheduled trip with pay for the first day
- Increase from 5 to 6 hours of add pay
- Deadhead reassignment at Company discretion

Personal Drops:

- Eliminate ability to pick up on days covered by PD
- Eliminate Partial trip drop

Personal Drops - Lineholders

- Requests accepted any time before report for pairing
- May be granted any time before report for pairing
- Awarded in seniority order

Personal Drops - Reserves

- Requests accepted any time before start of reserve day
- May be granted any time before start of reserve day
- Awarded based on highest TMAC within each group of days of availability

Eliminate PTO**Seniority Option:**

- Eliminate provision

Order of Assignment of Open Pairings:

- Establish categories for assignment of open pairings

Irregular Operations Procedures:

- Eliminate provision

Connection Time:

- Eliminate provision

Scheduling Timeline Chronology:

- Adjust timeline to start later in the month and to support PBS

SECTION 8 - RESERVE SCHEDULING PROCEDURES

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • Move up line construction via preferences • Move up lines awarded earlier <p>Reserve Preferencing:</p> <ul style="list-style-type: none"> • Trips with check-in before 0500 assigned earlier • Set release requirements • Assignments by 1730 • Eliminate displacement (bumping) • Released to check-in for all assignments • Reserve Availability Periods for Ready Reserve • Improve restoration of days off provisions <p>Legal Rest Enhanced:</p> <ul style="list-style-type: none"> • Before/after duty period with Red Eye • Before/after HVT • Before reporting for pairing with check-in before 0500 • BOOK <p>Improved 2nd assignment provisions:</p> <ul style="list-style-type: none"> • 5 hours add pay • Late Arrival Pay if applicable • Add ability to pick up Open Time after days off/On Standby (ONSB) • Improve pick up on days off – Open Time & Ads <ul style="list-style-type: none"> • Reserve Out of Base pick up <p>Reserve minimum days off:</p> <ul style="list-style-type: none"> • 12/13 days off in 30/31-day months • No assignment into days off unless volunteered • Increased pay <p>Pay for assignments that carry into days off:</p> <ul style="list-style-type: none"> • 5 hours if into 1 day off • Value of pairing if into more than 1 day off • Improve trading of assigned pairing provisions <p>Improve day off trades (Pool & Mutual):</p> <ul style="list-style-type: none"> • Bad Day Worse Day trades • Eliminate 3-day block rule <ul style="list-style-type: none"> • BOOK <ul style="list-style-type: none"> • Increase call-out time from 3 to 4 hours <p>Improve Standby provisions:</p> <ul style="list-style-type: none"> • Full credit for time on Standby before assignment • Limit on number of Standby assignments per month • Ability to trade Standby assignments <ul style="list-style-type: none"> • Monthly maximum: 95/100/unlimited • Restoration of days off for month-to-month overlap improved 	<ul style="list-style-type: none"> • Move up line construction via reduced preferences • Move up award starts 2nd to last day of month - runs 2 days <p>Reserve Preferencing:</p> <ul style="list-style-type: none"> • BOOK • Release at Company discretion only • Assignments by 2000 • Eliminate displacement (bumping) • Still subject to contact after given assignment - no release • 24 Hour Ready Reserve only • Restoration of days off at end of next block of days off - no options for Reserves <p>Legal Rest:</p> <ul style="list-style-type: none"> • No enhanced rest provisions for Reserves • 10 hours FFD at Home Domicile <p>2nd assignment provisions:</p> <ul style="list-style-type: none"> • BOOK • No pick up coming from days off/On Standby (ONSB) • Pick up on days off from Open Time once per month as part of the seniority trade/pick up process. No pick up from Ads • No Out of Base pick up <p>Reserve minimum days off:</p> <ul style="list-style-type: none"> • 12 days off • Ability to assign into 1 or multiple days off • BOOK <p>Pay for assignments that carry into days off:</p> <ul style="list-style-type: none"> • No extra pay • No trading of pairings for Reserves <p>Day off trades (Pool & Mutual):</p> <ul style="list-style-type: none"> • No Bad Day Worse Day trades • Keep 3 day rule • Company discretion on Pool numbers • Trades processed twice a day • Decrease call-out time from 3 to 2 hours <p>Standby provisions:</p> <ul style="list-style-type: none"> • ½ credit – BOOK • No limit on Standby assignments • No Trading of Standby assignments • No monthly maximum • BOOK

<ul style="list-style-type: none"> • BOOK 	<ul style="list-style-type: none"> • Reserves required to be within 50 miles of their Domicile on availability days, with their LINK and location services enabled
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SECTION 9 - SPECIAL QUALIFICATION FLIGHT ATTENDANTS

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • Eliminate sub-base concept (International Purser & Language Qualified) • BOOK • BOOK • BOOK • BOOK • BOOK • Seniority Option for International Purser pairing picked up from Open Time by non-International Purser qualified. If there is an International Purser qualified Flight Attendant on the crew, they will have priority for the seniority option. <p>International Purser override:</p> <ul style="list-style-type: none"> • Increase TBD • International Purser pay for vacation when holding International Purser line • Move International Purser pay factors to Section 4 <ul style="list-style-type: none"> • BOOK <ul style="list-style-type: none"> • Ability to drop language qualification <p>Language Qualified positions on aircraft:</p> <ul style="list-style-type: none"> • 1 on narrowbody • 2 on widebody <p>Increase Language Qualified (LQ) override:</p> <ul style="list-style-type: none"> • TBD • LQ pay for vacation when holding LQ line • LQ override for sick/occupational pairings <p>Language Incentive Pay (LIP):</p> <ul style="list-style-type: none"> • Increase TBD • LIP pay for vacation when holding LIP line • LIP override for sick/occupational pairings • Move LQ pay factors to Section 4 	<ul style="list-style-type: none"> • Eliminate sub-base concept (International Purser & Language Qualified) – PBS • Company can discontinue International Purser program in whole or in part at any time and replace with management • Language preventing International Purser from issuing discipline or performing management functions. International Purser to coach, direct and support. • Ability to transfer International Purser out of system seniority order to fill International Purser vacancies • International Purses are not subject to furlough or base reduction based on International Purser needs. International Purses may be recalled out of system seniority subject to International Purser needs. • If transfers to a base with no International Purser opening, loses qualification after 1 year on waitlist. If transfers to a base with no International Purser program, loses qualification immediately • Seniority Option for International Purser pairing picked up from Open Time by non-International Purser qualified. If there is an International Purser qualified Flight Attendant on the crew, they will be required to assume the International Purser position <p>International Purser override:</p> <ul style="list-style-type: none"> • TBD • International Purser vacation pay moved to Section 4 • Move International Purser pay factors to Section 4 <ul style="list-style-type: none"> • Language Qualified not subject to furlough or base reduction based on needs. Language Qualified may be recalled out of system seniority based on needs. • BOOK <p>Language Qualified positions on aircraft:</p> <ul style="list-style-type: none"> • 1 on A319, A320, 737-700/800/900 • 2 on A321, 737-10, 757-200/300 • 3 on 767, 777, 787, A350 <p>Language Qualified (LQ) override:</p> <ul style="list-style-type: none"> • TBD • No LQ pay for vacation when holding LQ line • No LQ override for sick/occupational pairings <p>Language Incentive Pay (LIP):</p> <ul style="list-style-type: none"> • TBD • No LIP pays for vacation when holding LIP line • No LIP override for sick/occupational pairings • Move LQ pay factors to Section 4

SECTION 10 - AMC OPERATION

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Loss of life payout increase <ul style="list-style-type: none"> Provide for life insurance protection from offset Improve disability payments Delete suicide exclusion provision BOOK <p>CRAF</p> <ul style="list-style-type: none"> CRAF LOA moved to body of Contract CRAF assignments in seniority order in assigned base Bypassed after 2 calls within 10 hours if assignment more than 72 hours (BOOK) Bypassed after 2 calls within 5 hours if assignment within 72 hours (BOOK) <p>If insufficient coverage:</p> <ul style="list-style-type: none"> Company may draft in inverse seniority from active CRAF List, then draft in seniority from remainder of CRAF volunteer list (BOOK) <ul style="list-style-type: none"> Line Guarantee (BOOK) 	<ul style="list-style-type: none"> Loss of life payout increase <ul style="list-style-type: none"> Death Benefit offset by other death benefits paid by Company Disability benefit increase <ul style="list-style-type: none"> Disability Benefit offset by other disability benefits paid by Company BOOK Workers' Compensation Benefits offset by other benefits paid <p>CRAF</p> <ul style="list-style-type: none"> CRAF LOA moved to body of Contract CRAF assignments in seniority order in assigned Base Bypassed after 2 calls within 1 hour <p>If insufficient coverage - at Company's discretion:</p> <ul style="list-style-type: none"> Drop assignment in Open Time, Move flying to other Base's CRAF list Offer to Reserves with option to decline Or a combination <p>Change Line Guarantee:</p> <ul style="list-style-type: none"> Paid the greater of line award or actual block (credit offset). Guarantee can only increase if pick up from Open Time or reassigned

SECTION 11 - TRAINING & GENERAL MEETINGS

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> 5 hours of pay for each day of training/meetings 1 hour of pay for each hour of Computer Based Training Trip drops for training/meetings – no reassignment Training/meetings up to 8:00 each day (9:00 single day) excluding :30 meal break Choice of attending CQ – early – due – grace Pay and scheduling protection in the event training/meeting canceled or missed due to circumstances beyond control BOOK BOOK 	<ul style="list-style-type: none"> 3 hours of pay for each day of training/meetings 1 hour of pay for 4:00 hours Computer Based Training Eliminate paid trip drops to attend training/meetings (PBS) Training/meetings up to 10:30 each day excluding :30 meal break Eliminate CQ grace month BOOK Training 1 hour prior to report for pairing No per diem for picking up out of base training/meetings or in-base training/meetings

SECTION 12 – VACATIONS

<u>AFA</u>		<u>United Management</u>	
Vacation Accrual: <ul style="list-style-type: none"> • Full accrual for 480 credited hours or more of paid activity in 12-month period • Reduction of 1/24th of full accrual for each 20 credited hours below 480 • No accrual if less than 20 hours • Applicable to new hires 		Vacation Accrual: <ul style="list-style-type: none"> • Change to accrual formula – monthly • Hours TBD and to exclude paid sick leave • No partial accrual (full accrual or no accrual Management) • No partial accrual (full accrual or no accrual) • Applicable to new hires 	
Increase Base Vacation Accrual (plus Optional Flex) based on completed years of service:		Base Vacation Accrual based on completed years of service:	
BASE ACCRUAL		VACATION + FLEX	
1-4:	14 days	21 days	
5-9:	21 days	28 days	
10-16:	30 days	37 days	
17-24:	38 days	45 days	
25+:	45 days	52 days	
1-4:			BOOK (12)
5-9:			BOOK (19)
10-16:			BOOK (26)
17-24:			BOOK (33)
25+:			BOOK (40)
<ul style="list-style-type: none"> • No reduction for leaves of absence • Vacation pay: 5 hours per day • Vacation pay (including vacation fly through) to reflect overrides based on line award for that vacation month: <ul style="list-style-type: none"> • LQ, LIP, Galley, International Purser, Purser (Blended Rate) Reserve Vacation Pay: <ul style="list-style-type: none"> • Paid the greater of reserve guarantee or all credited time for the month • Value of any vacation day (regular or paid Flex) on awarded day off placed in add pay and does not count toward TMAC • If vacation does not include any day of availability, Reserve can move vacation to encompass nearest 3 reserve days • Eliminate reserve short block and adjustment provisions for vacation • Minimum 6 days up to full accrual can be contributed to 401(k) Vacation day infringed upon for any reason, at Flight Attendant's option: <ul style="list-style-type: none"> • Day restored at end of vacation period (pay protected without reassignment if ineligible for next pairing) • Use restoration of day off provisions • If on Jury duty, medical/occupational leave, hospitalized or on sick leave for 17 days or more, can defer vacation. Upon return Flight Attendant will choose from available vacation. If no vacation open, at Flight Attendant's option: <ul style="list-style-type: none"> • Paid vacation plus applicable overrides • Defer into following vacation year • Access to unused vacation (current and next year) while in treatment for drug, alcohol, and substance abuse recovery 		<ul style="list-style-type: none"> • BOOK • BOOK • International Purser/Purser to be paid override based on line award (current process): <ul style="list-style-type: none"> • All others BOOK Reserve Vacation Pay: <ul style="list-style-type: none"> • BOOK • BOOK • BOOK • BOOK • Minimum 7 days up to maximum number of days allowed by law can be contributed to 401(k) • BOOK • Eliminate current ability to defer vacation due to jury duty, medical/occupational leave or hospitalized due to illness/injury • BOOK 	

<p>Annual Vacation Buy Back pay rates:</p> <ul style="list-style-type: none"> • Base pay plus applicable override as of 1st bid period of vacation year • International Purser pay if at least 300 hours of International Purser in accrual period • Purser blended pay rate if at least 300 hours of Purser in accrual period • Language Qualified pay if at least 300 hours of LQ in accrual period <p>Month-to-month Vacation Buy Back pay rates:</p> <ul style="list-style-type: none"> • Base pay plus applicable override based on bid line status for month (IP, Purser, LQ) • Optional Flex monthly hours' deduction: 2:55 • Minimum number of available vacation slots to bid based on base population and accrued vacation days • Elimination of blocked period provision for movement of vacation • Any awarded vacation later vacated must be made available for trading • No restriction on trip trades or pick up for Operational Fly Through • Reserve Operational Fly Through options after value of vacation days placed in add pay: <ul style="list-style-type: none"> • Keep days off and reduced reserve guarantee • Restore reserve days and reserve guarantee • Can declare Operational Fly Through after lines loaded until conclusion of vacation period to be flown through. Days already taken remain as such, remaining days placed in add pay • Day at a Time Vacation awarded on first come first serve in conjunction with personal drops. • Day at a Time paid with applicable overrides • Day at a Time infringed upon eligible for restoration of day off • Eliminate vacation cancelation provisions • Eligible Flight Attendants who leave the Company to be paid vacation credit accrued in current year – no advance notice required • Move vacation timeline dates earlier 	<p>Annual Vacation Buy Back pay rates:</p> <ul style="list-style-type: none"> • BOOK • BOOK • Eliminate Flex Vacation • BOOK • BOOK • BOOK • Only pick up pairings designated as White/Purple Flag pairings – once picked up may not trade • BOOK • BOOK • Eliminate Day at a Time Vacation • Eliminate Day at a Time Vacation • Eliminate Day at a Time Vacation • BOOK • BOOK • Move vacation timeline dates earlier
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SECTION 13 - SICK LEAVE

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • Change to accrual formula - cumulative hours per year vs quarterly • Merge of Occupational and regular sick leave bank with a 3000 hour cap • No points for Occupational Injury/Illness • No restriction on number of days to care for spouse or minor child using sick leave • 30 day requirement for Absence Certificate • Flight Attendant option to be covered by Illinois for all Occupational Illness/Injury claims • Sick Bank payout upon retirement (or used to pay for Retiree Medical) • BOOK • Full month while on sick leave – increase minimum from 71 to 75 hours (maintain 100 & line projection) • TBD 	<ul style="list-style-type: none"> • Change to accrual formula – monthly hours TBD and to exclude paid sick leave • Maintain separate Occupational and regular sick leave bank, max accrual in sick leave bank TBD • BOOK • BOOK • Require Absence Certificate from accredited physician when on sick leave for more than 4 calendar days • Company will ‘apply’ the Illinois Workers’ Compensation Act to work related illness/injury for GUM & LHR • BOOK • Eliminate ability to trade and pick up while on sick leave • Eliminate full month line projection while on sick leave (maintain 71/100) – not consistent with PBS • Short Term Disability Plan – Plan Design and Cost Sharing TBD

SECTION 14 - SENIORITY

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • No loss of seniority because of Base closure or surplus <p>Transfer to nonflying or management duties within Inflight:</p> <ul style="list-style-type: none"> • If at least 7 years of seniority as a Flight Attendant: retain indefinitely and accrue seniority for 2 years • If less than 7 years of seniority: retain for 1 year but no accrual of seniority <p>Transfer as Emergency Procedures Instructor (EPI):</p> <ul style="list-style-type: none"> • continue to accrue seniority <p>Transfer to nonflying duties because of physical incapacity or injury:</p> <ul style="list-style-type: none"> • Retain and accrue seniority for 6 years <p>Company Business Assignment (COBUS):</p> <ul style="list-style-type: none"> • Accrue maximum of 180 then accrue only when awarded combination of COBUS in excess of 180 days in rolling 12 month-period • Company Business assignments in excess of 180 days in any rolling 12 month period, shall retain and accrue seniority for a maximum 180 days, then retain only • CQ or Initial Training Instructors retain and accrue indefinitely while in the position • BOOK 	<ul style="list-style-type: none"> • BOOK <p>Transfer to nonflying or management duties within Inflight-related areas:</p> <ul style="list-style-type: none"> • BOOK <p>Transfer as Emergency Procedures Instructor (EPI):</p> <ul style="list-style-type: none"> • continue to accrue seniority <p>Transfer to nonflying duties because of physical incapacity or injury:</p> <ul style="list-style-type: none"> • Lesser of maximum 3 years, length of service, or unused duration + ½ active time since last leave of absence <p>Company Business Assignment (COBUS):</p> <ul style="list-style-type: none"> • Retain and accrue indefinitely while in the position • CQ or Initial Training Instructors retain and accrue indefinitely while in the position • Union Business Assignment (UBUS): • Retain and accrue indefinitely while in the position

SECTION 15 - LEAVES OF ABSENCE

AFA

- Full seniority for all leaves
- Maintain Special Company Offered Leave of Absence minimum requirements
- Standardize return to work process
- Increase Medical/Occupational Injury/Illness Leave of Absence term to 6 years
- Improve Maternity Leave
- Foster Care provisions
- Improve Family and Medical Leave eligibility and provisions for use
- No reassignment option (no pay) for Jury Duty
- No reassignment for Court Witness, released with pay

United Management

- Maintain limits on seniority accrual
- Eliminate Special Company Offered Leave of Absence
- BOOK
- Lesser of maximum 3 years, length of service, or unused duration + ½ active time since last leave of absence
- BOOK
- BOOK
- Family and Medical Leave to be Department of Labor (DOL) provisions ONLY
- BOOK
- No reassignment for Court Witness for Company, released with pay

SECTION 16 - JOB SHARE AND PARTNERSHIP FLYING PROGRAMS

AFA

- Increase number of annual partnerships awarded
- Improve award process for partnerships
- Increase monthly maximum hours – 60 hours
- Limit Company ability to cancel partnerships

United Management

- Eliminate annual partnership program
- Eliminate job share/partnerships and replace with PBS reduced lines of flying (monthly and furlough mitigation)
- Reduce line of flying maximum - 45 hours
- Eliminate job share/partnerships – ability to cancel furlough mitigation reduced lines of flying

SECTION 17 - FILLING OF VACANCIES

AFA

- Transfer process:
- Process to eliminate multiple transfer awards to fill vacancies
 - Ability to decline first option and take second option
 - Base information available prior to transfer
 - Ability to transfer during inhibit, regardless of whether 3 or 6 months inhibit
 - Clarify mutual transfer language
 - Update COMAT to 1000 pounds
 - Clarify emergency transfers – temporary not permanent
 - BOOK
 - Company must identify vacancies as a result of surplus or base closure
 - New hire single room accommodations for 7 nights – need not be consecutive

United Management

- Transfer process:
- Process to eliminate multiple transfer awards to fill vacancies
 - If first option declined – second option is voided
 - BOOK
 - Agreement with 3 months inhibit provision, not on 6 months
 - Eliminate mutual transfer language
 - Eliminate COMAT provisions
 - Eliminate emergency transfers
 - Eliminate loss of work visa protections
 - BOOK
 - Agreement on single room provision only, not on non-consecutive nights

SECTION 18 - REDUCTION IN PERSONNEL

AFA

Voluntary Furloughs:

- Offered and awarded in system seniority order before involuntary furlough
- Benefits at active rates
- Option to attend training and meetings on voluntary furlough
- On-line pass benefits
- CJA access if maintain qualifications
- Continue to accrue seniority for all purposes

Voluntary Furloughs and Furlough Mitigation Partnerships:

- Awarded concurrently
- Ability to rank preferences for voluntary furlough and furlough mitigation partnership including for various lengths when offered
- Voluntary furloughs and furlough mitigation partnerships of same length combined and awarded in seniority order

Involuntary Furlough:

- Number of involuntary furloughs reduced by number of voluntary furloughs and any other voluntary headcount reduction and mitigation programs
- Involuntary furlough line continues to move down for every full-time equivalent person of combined mitigation programs until it reaches person who did not volunteer
- Probationary Flight Attendants covered by involuntary furlough provisions
- 90-day notice to Flight Attendants for reduction in force unless force majeure

Recall order:

- Involuntary furloughs
- Time off and mitigation programs in inverse order of implementation, offered in seniority order but assigned in inverse seniority when volunteers still needed
- Voluntary furloughs
- Recall from involuntary furlough cannot be to a different Base unless Base is closed or is subject to surplus and Flight Attendant's seniority subject to surplus

United Management

Eliminate Voluntary Furloughs:

- COLAs offered and awarded in system seniority order before involuntary furlough
- Must pay full cost of benefits
- Required to attend training and meetings while on COLA
- On-line pass benefits
- No CJA access
- Continue to accrue seniority for pay and vacation steps for 180 days then only retains

Eliminate Furlough Mitigation Partnerships, replace with reduced lines of flying program (See section 16):

- Involuntary Furlough Mitigation Program (IVFMP)
- Offer No Activity Lines (NALs) to those still subject to involuntary furlough subject to Company limits
- One time option
- Not eligible to be awarded a transfer
- Company can reduce NALs and place those affected on involuntary furlough

NAL:

- No pairings or reserve days
- Awarded in system seniority but assigned in inverse seniority among participants
- No flying obligation or line value
- May pick up from ads up to 35:00
- No trade/pick up from Open except White/Purple Flag
- White/Purple Flag pairings do not count toward 35:00 maximum
- Insurance at active rates

Involuntary Furlough:

- Number of involuntary furloughs reduced by number of COLAS and any other voluntary headcount reduction programs
- BOOK
- Probationary Flight Attendants covered by involuntary furlough provisions
- 10-day notice to Flight Attendants for reduction in force unless force majeure

Recall order:

- Cancel all NALs
- Cancel Furlough Mitigation Reduced Lines
- Involuntary furloughs
- BOOK

<p>Involuntary Furlough provisions:</p> <ul style="list-style-type: none"> • Benefits at active rates for duration • On-line pass benefits • Recall rights expire after 10 years • Continue to accrue seniority for all purposes <p>Involuntary Furlough Pay:</p> <ul style="list-style-type: none"> • 1 month of pay per year of service with Company • Based on monthly reserve guarantee <p>Involuntary Furlough:</p> <ul style="list-style-type: none"> • Access to CCS and Company system to update information, access employee reservations, access benefits and applicable bids • Company will not challenge unemployment claims for voluntary furlough, involuntary furlough and voluntary headcount reduction, time off and mitigation programs • During involuntary furlough, all lines at each base constructed so that average not higher than 72 credited hours 	<p>Involuntary Furlough provisions:</p> <ul style="list-style-type: none"> • Benefits at active rates for 90 days • No on-line pass benefits • Recall rights expire after 6 years • No seniority accrual for pay and longevity <p>Involuntary Furlough Pay:</p> <ul style="list-style-type: none"> • BOOK <p>Involuntary Furlough:</p> <ul style="list-style-type: none"> • BOOK • Company will not contest unemployment claims for IVFMP participants (NALs) • BOOK
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SECTION 19 - SAFETY, HEALTH, AND SECURITY

<p style="text-align: center;"><u>AFA</u></p> <ul style="list-style-type: none"> • Safety, Health, and Security (SHS) Members of Go Team and transportation • SHS electronic access to IORs • Codify emergency notifications to SHS - Letter of Agreement • Air Quality standards • Cabin Air Temperature standards • Codify & expand SHS as a partner in training development • Withdraw Secondary Barrier language - BOOK • PPE provided upon travel notice from government health agency • Time for pre-flight safety checks • Pandemic process - codify & expand <p>Letters of Agreement:</p> <ul style="list-style-type: none"> • Fatigue Risk Management Program • Aviation Safety Action Program • Line Operations Safety Audit • Debrief After Incident 	<p style="text-align: center;"><u>United Management</u></p> <ul style="list-style-type: none"> • Safety, Health, and Security (SHS) Members of Go Team and transportation • SHS electronic access to IORs • Emergency response notifications - Letter of Agreement • BOOK • BOOK • BOOK • BOOK • BOOK • BOOK • BOOK <p>Letters of Agreement:</p> <ul style="list-style-type: none"> • Delete • No Proposal • No Proposal • No Proposal
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SECTION 20 - MEDICAL EXAMINATIONS

<p style="text-align: center;"><u>AFA</u></p> <ul style="list-style-type: none"> • Agreement on 30 days for physicians to agree on neutral third doctor • When removed by Company – upon depletion of sick leave bank, continue to receive pay protections until appeal process is completed • BOOK 	<p style="text-align: center;"><u>United Management</u></p> <ul style="list-style-type: none"> • Agreement on 30 days for physicians to agree on neutral third doctor • BOOK • Remove occupational injury/illness from medical arbitration process – handled according to state law where claim filed
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SECTION 21 - ALCOHOL AND DRUG TESTING

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Alcohol use within 12 hours of scheduled duty treated as positive alcohol test <p>Upon first confirmed positive drug test, or .04 or above alcohol concentration, will be offered following options:</p> <ul style="list-style-type: none"> Voluntary resignation without eligibility for rehire Last Chance Conditional Reinstatement Agreement (LCCRA) in lieu of discharge for cause Retirement if eligible <ul style="list-style-type: none"> 24 months monitoring by Company EAP as condition of LCCRA \$75 for federally mandated testing <p>Ability to use 12 months of disability benefits while in active treatment and recovery:</p> <ul style="list-style-type: none"> If enrolled in LTD plan, benefits paid by the plan and not subject to waiting period If not enrolled in LTD plan, benefits paid by Company and grossed up for taxes 	<ul style="list-style-type: none"> Alcohol use within 8 hours of scheduled duty or in violation of Company policy treated as positive alcohol test <p>Upon first confirmed positive drug test or .04 or above alcohol concentration may be offered following options:</p> <ul style="list-style-type: none"> Voluntary resignation without eligibility for rehire Last Chance Conditional Reinstatement Agreement (LCCRA) in lieu of discharge for cause at Company's discretion BOOK BOOK (60 months) <ul style="list-style-type: none"> \$25 for federally mandated testing <p>Ability to use 12 months of disability benefits while in active treatment and recovery:</p> <ul style="list-style-type: none"> BOOK (no benefit due to waiting period)

SECTION 22 – PERSONNEL FILES

<u>AFA</u>	<u>United Management</u>
<p>Complaint Letters:</p> <ul style="list-style-type: none"> All complaints must be a first-hand account BOOK Redaction of contact info only No reference to expired complaint letters Company responsibility to remove expired letters <p>Discipline</p> <ul style="list-style-type: none"> Reduce sick with note to 1 point For point reduction - increase term of sick leave requiring note to 12 days Reduce Missed Trip pickup to 2 points/improve process BOOK BOOK Occupational Injury/Illness = NO points Change definition of “physician” to “healthcare provider” Eliminate merge of discipline tracks <p>Point levels and terms for Attendance Warnings:</p> <ul style="list-style-type: none"> BOOK <ul style="list-style-type: none"> Maintain exit of Attendance Warning at 0 points (BOOK) Reduce Performance Warning 2 to 12 months 	<p>Complaint Letters:</p> <ul style="list-style-type: none"> Complaints not first-hand account to be valid Eliminate the 30-day restriction Company redacts any identifying information Company's ability to use expired letters for discipline Must request old letters be removed <p>Discipline</p> <ul style="list-style-type: none"> BOOK BOOK BOOK Points for sick after assignment for Reserves Points for short notice sick for Lineholders BOOK BOOK BOOK <p>Point levels and terms for Attendance Warnings:</p> <ul style="list-style-type: none"> BOOK – contingent on escalation of occurrence point values, short notice sick for Lineholders and sick after assignment for Reserves Points accumulated during Attendance Warning remain on record upon exit from Attendance Warning <p>Performance Warning 2 to 12 months</p> <ul style="list-style-type: none"> Contingent on escalation of occurrence point values, short notice sick for Lineholders and sick after assignment for Reserves

<ul style="list-style-type: none"> • Performance Warning 4 + Attendance Warning 4 triggers discharge investigation - BOOK • Maintain 30 points for termination (BOOK) 	<ul style="list-style-type: none"> • Performance Warning 4 + Attendance Warning 4 triggers discharge investigation - BOOK • 30 points for termination (BOOK) <ul style="list-style-type: none"> • Contingent on escalation of occurrence point values, short notice sick for Lineholders and sick after assignment for Reserves
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SECTION 23 - INVESTIGATIONS & GRIEVANCES

<u>AFA</u>	<u>United Management</u>
<p>Investigations:</p> <ul style="list-style-type: none"> • Investigations with more than 1 management representative – informed of right to Union representation • Once received notification in writing of investigation that may lead to discharge – 48 hours allowed before investigatory meeting • To be provided all evidence no less than 48 hours prior to investigatory meeting • No discipline 30 days after Inflight has knowledge • Pay for being held out of service <p>MEC Grievances:</p> <ul style="list-style-type: none"> • BOOK • Company required to provide decision on MEC grievance within 14 days • Increased frequency of Settlement Conferences, may seek assistance of National Mediation Board • During last 90 days of probation – Company to consider written recommendations filed by Union • 5 hours of add pay for contractual violation <p>Dispute Resolution Committee:</p> <ul style="list-style-type: none"> • MEC/VP Inflight can request additional DRC meetings when any pending dispute is older than 60 days • Prior to each DRC meeting Union and Company will review pending disputes to determine if a valid claim exists – if during pre-meeting review, Company DRC representatives determine violation occurred – returned to Base for resolution • When DRC determines not a valid dispute – DRC to communicate decision to Local Council and Base Leadership <p>Warning Review:</p> <ul style="list-style-type: none"> • Upon request to review any Warning – hearing to be scheduled within 10 days and be conducted within 30 days 	<p>Investigations:</p> <ul style="list-style-type: none"> • Investigations with more than 1 management representative – informed of right to Union representation • Once received notification in writing of investigation that may lead to discharge – 24 hours allowed before investigatory meeting • BOOK • Not normally disciplined 60 days after Inflight has knowledge • BOOK <p>MEC Grievances:</p> <ul style="list-style-type: none"> • Eliminate ability to elevate Notice of Dispute to MEC Grievance • MEC Grievance assumed denied if no decision issued within 14 days after grievance submitted • Increased frequency of Settlement Conferences, may seek assistance of National Mediation Board • BOOK • BOOK <p>Dispute Resolution Committee:</p> <ul style="list-style-type: none"> • MEC/VP Inflight can request additional DRC meetings when any pending dispute is older than 60 days • Prior to each DRC meeting Union and Company will review pending disputes to determine if a valid claim exists • When DRC determines not a valid dispute – DRC to communicate decision to Local Council, Base Leadership and Flight Attendant <p>Warning Review:</p> <ul style="list-style-type: none"> • Upon request to review any Warning (request must be in writing by Flight Attendant) – hearing to be scheduled within 10 days and be conducted within 30 days – if hearing not conducted within time limits the appeal is deemed to be denied

<p>In the event of discharge:</p> <ul style="list-style-type: none"> • Base Director to schedule mutually agreeable hearing date for hearing within 14 days • Hearing must be held within 30 days of appeal being filed • Decision in writing no later than 15 days following hearing • Appeal of termination requests must be signed by Flight Attendant <p>Expedited Arbitration:</p> <ul style="list-style-type: none"> • Include expedited arbitration Letter of Agreement in basic Agreement <p>Joint Training Letter of Agreement:</p> <ul style="list-style-type: none"> • Union and management representatives trained in handling of disputes under the Agreement including Interest Based Dispute Resolution • Joint grievance training within 9 months following ratification • Training conducted annually for individuals not yet trained (new Officers, etc.) • Joint recurrent grievance training every 2 years 	<p>In the event of discharge:</p> <ul style="list-style-type: none"> • Base Director to schedule mutually agreeable hearing date for hearing within 14 days • Hearing must be held within 30 days of appeal being filed • Decision in writing no later than 15 days following hearing • Appeal of termination requests must be signed by Flight Attendant <p>Expedited Arbitration:</p> <ul style="list-style-type: none"> • Include expedited arbitration Letter of Agreement in basic Agreement <p>Joint Training Letter of Agreement:</p> <ul style="list-style-type: none"> • Proposal withdrawn
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SECTION 24 - SYSTEM BOARD OF ADJUSTMENT

<p style="text-align: center;"><u>AFA</u></p> <ul style="list-style-type: none"> • System Board of Adjustment (SBA) panel of at least 13 potential arbitrators • Renegotiation of SBA panel of arbitrators every 2 years <p>Schedule of Hearing Dates:</p> <ul style="list-style-type: none"> • 80 scheduled SBA days • 90 days if 30 termination cases or more pending • 100 days if 40 termination cases or more pending • Termination cases scheduled as 1-day hearings unless either party requests otherwise • Improve scheduling of hearing Dates • Improve Expedited Arbitration process 	<p style="text-align: center;"><u>United Management</u></p> <ul style="list-style-type: none"> • System Board of Adjustment (SBA) panel of at least 13 potential arbitrators • Renegotiation of SBA panel of arbitrators every 2 years <p>Schedule of Hearing Dates:</p> <ul style="list-style-type: none"> • 80 scheduled SBA days • 90 days if 75 termination cases or more pending • Termination cases scheduled as 1-day hearings unless either party requests otherwise • Improve scheduling of hearing Dates • Improve Expedited Arbitration process
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SECTION 25 – UNIFORMS

<p style="text-align: center;"><u>AFA</u></p> <ul style="list-style-type: none"> • No cost initial uniform and accessories • Standardize terminology and number/type of basic uniform pieces • BOOK • Increase points/year, provide carryover of all points, and keep buying power • Full cost of alterations reimbursed • Reimbursement for uniform cleaning • Withdraw reimbursement for hosiery costs - BOOK • Keep exclusivity of uniform items • Maintain a consistent luggage/loaner program 	<p style="text-align: center;"><u>United Management</u></p> <ul style="list-style-type: none"> • Conditioned on non-exclusivity of Flight Attendant uniform pieces • Standardize terminology • No set annual point allotment – change points to reflect dollar equivalent of uniform items – items may change in value – if Company changes vendors, or the uniform cost increases more than 15%, Company and Union will review the annual point allotment • BOOK • BOOK • BOOK • BOOK • Eliminate exclusivity of uniform items • BOOK
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SECTION 26 - MOVING EXPENSES

AFA

- Consistent process for paid move
- Mirror ALPA provisions where applicable
- Career Paid Move
- Improve housing provisions
- Improve household item provisions
- Improve International provisions
- Comprehensive Moving Guide

United Management

- Allowable expenses subject to Company policy
- BOOK
- BOOK
- BOOK
- BOOK
- BOOK
- BOOK

SECTION 27 - MISSING, INTERNED, HOSTAGE OR PRISONER OF WAR

AFA

- TENTATIVE AGREEMENT
- BOOK
- Moved sick leave bank payout to Section 13

United Management

- TENTATIVE AGREEMENT
- BOOK

SECTION 28 - COMMUTER PROGRAM

AFA

Eligibility for qualifying under Commuter Program:

- One flight controlled by Company to be eligible
- Two flights not controlled by Company to be eligible (other airline)
- Revenue ticket eligible and must arrive 1 hour prior to report
- Listed jumpseat on mainline and United Express
- Fix 24-hour listing requirement
- BOOK

United Management

Eligibility for qualifying under Commuter Program:

- Two flights controlled by Company to be eligible
- BOOK
- Revenue ticket eligible and must arrive 2 hours prior to report
- BOOK
- Maintain 24-hour listing requirement look back
- Eliminate hotel room if assignment departs more than 5 hours after arrival to Base

SECTION 29 – BENEFITS

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • BOOK • BOOK • Reduce cost sharing for medical plans - percentage TBD • Reduce contributions for medical plans including premiums and deductibles • BOOK • BOOK • BOOK • Reduce contributions for dental plans including premiums and deductibles • Reduce cost sharing for dental plans - percentage TBD • Limit annual cost increases • Ability to make premium payments online when on leave of absence • Eliminate Retiree Medical Sunset Clause Retiree Medical <ul style="list-style-type: none"> • Common Retiree Medical Plan including: <ul style="list-style-type: none"> • Eligibility requirements • Reduce retiree medical contributions • Ability to utilize sick leave bank for retiree medical – 14 hours per month • One-time ability to opt-in to Long Term Disability coverage without evidence of insurability • Increased life insurance coverage • Drug, alcohol, substance abuse benefits – 12 months of disability benefits without waiting period • Higher Company paid matching and direct contributions to 401(k) plans (including Guam ASC and UK Stakeholder) • Higher Company paid contributions to IAM National Pension Plan (NPP) • Requirement to reinvest into Contract any Company realized savings in the event of health care law changes 	<ul style="list-style-type: none"> • Eliminate Traditional Medical PPO • Eliminate required optional medical plans • BOOK (80/20) • Increase contributions for medical plans including premiums, deductibles, co-pays, out of pocket maximums and other fixed values through indexing • Reduce Kaiser HMO options • Increase spousal surcharge • Eliminate required optional dental plans • Increase contributions for dental plans including premiums and deductibles • BOOK (80/20) • BOOK • Ability to make premium payments online when on leave of absence if provider can accommodate • BOOK Retiree Medical <ul style="list-style-type: none"> • BOOK, except <ul style="list-style-type: none"> • Eliminate Traditional Medical PPO • Eliminate 270-day waiting period, 50% benefit option • BOOK • BOOK • BOOK • BOOK • BOOK

SECTION 30 - UNION ACTIVITIES

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> • Union release only for reserve days requested • Increase MEC and LEC required information • BOOK • BOOK • BOOK • BOOK • BOOK • BOOK • Improve line construction and pairing review process for Central Schedule Committee and Local Schedule Committees • Increase Union Flight Pay Loss for Local Councils and MEC • Union Flight Pay Loss override: 20% cap 	<ul style="list-style-type: none"> • BOOK • Reduce MEC and LEC required information • Reduce Union travel authority • Eliminate Flight Attendant mailboxes • Eliminate Union Bulletin Boards • Eliminate Union locked boxes • Eliminate language on Uniform Fire Testing • Reduce Union involvement in uniform style choices • PBS: Reduce Central Schedule Committee involvement and eliminate Local Schedule Committee involvement • Union Flight Pay Loss TBD • Union Flight Pay Loss override: TBD

SECTION 31 - UNION SECURITY AND CHECK-OFF

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Update language to reflect current practice on service fees BOOK 	<ul style="list-style-type: none"> Update language to reflect current practice on service fees Company not responsible for collection of any dues in arrears

SECTION 32 – DURATION

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> TBD 	<ul style="list-style-type: none"> TBD

SECTION 33 (NEW) - EMPLOYEE ASSISTANCE AND PROFESSIONAL STANDARDS

<u>AFA</u>	<u>United Management</u>
<ul style="list-style-type: none"> Include Employee Assistance Program & Professional Standards in Collective Bargaining Agreement Company to promote AFA Employee Assistance Program & Professional Standards Company Employee Assistance Program representatives to have ability to override insurance denial for treatments, drug, alcohol, and substance abuse benefits AFA EAP representatives to be included on Go-Team 	<ul style="list-style-type: none"> BOOK Reject entire AFA Proposal

SECTION 34 (NEW) - LETTERS OF AGREEMENT

<u>AFA</u>	<u>United Management</u>
<p>Letters of Agreement:</p> <ul style="list-style-type: none"> Delete: 2, 3, 7, 16, 26 Amend: 24 – all satellites to be designated as Bases 27 – no furlough for any Flight Attendant on seniority list on date of signing Include in basic Agreement: 1, 17, 20 No Proposal 	<p>Letters of Agreement:</p> <ul style="list-style-type: none"> Delete: 1, 2, 3, 6 (CARP), 7, 8, 9, 10, 11, 12, 14, 15, 16, 19, 20, 23, 25, 26, 27 BOOK: 4, 5, 13, 22, 24 Modify: 17, 18, 21 Eliminate all agreements/understandings not specifically identified

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.

A robust 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 essence of our collective endeavor. Every United AFA Member sitting 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 negotiations 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 word representing what you consider important in these negotiations. You may contribute multiple photos that highlight your varying 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.



The collage features seven flight attendants holding signs with the following text: "Duty days should NOT be longer!!!", "Pay Raise", "RESERVE", "Quality of Life", "GROUND PAY / Higher PAY", "Retro PAY", "SAFER REDEYE RULES", and "GROUND TIME Pay".

STATUS OF AIRLINE INDUSTRY NEGOTIATIONS

A comprehensive overview of where United and other airlines stands with their ongoing negotiations.

(As of July 10, 2023)

United Airlines: Employee Group	Employees	Union	Contract Amendable Date/Status
Flight Attendants	26,000+	Association of Flight Attendants (AFA)	Amendable 08/2021
Fleet Service	15,088	International Association of Machinists and Aerospace Workers (IAM)	Amendable 05/2025
Pilots	13,831	Air Line Pilots Association (ALPA)	Amendable 01/2019
Passenger Service	11,649	IAM	Amendable 05/2025
Technicians	8,499	International Brotherhood of Teamsters (IBT)	Amendable 12/2024
Storekeepers	965	IAM	Amendable 05/2025
Dispatchers	393	Professional Airline Flight Control Association (PAFCA)	Amendable 12/2024
Fleet Tech Instructors	180	IAM	Amendable 05/2025
Load Planners	69	IAM	Amendable 05/2025
Security Officers	45	IAM	Amendable 05/2025
Maintenance Instructors	42	IAM	Amendable 05/2025
American Airlines: Employee Group	Employees	Union	Contract Amendable Date/Status
Pilots	13,450	Allied Pilots Association (APA)	Amendable 01/2020; APA taking strike vote
Flight Attendants	23,200	Association of Professional Flight Attendants (APFA)	Amendable 12/2019; in mediation since 06/2023
Passenger Service	14,650	Airline Customer Service Employee Association – Communications Workers of America and International Brotherhood of Teamsters (CWA-IBT)	Amendable 12/2020; in negotiations
Mechanics and Related	11,850	Transport Workers Union and International Association of Machinists & Aerospace Workers (TWU-IAM Association)	Amendable 2025
Fleet Service	18,700	TWU-IAM Association	Amendable 2025
Stock Clerks	1,950	TWU-IAM Association	Amendable 2025
Flight Simulator Engineers	140	TWU-IAM Association	Amendable 2025
Maintenance Control Technicians	180	TWU-IAM Association	Amendable 2025
Maintenance Training Instructors	100	TWU-IAM Association	Amendable 2025
Dispatchers	560	Professional Airline Flight Control Association (PAFCA)	Amendable 2025
Flight Crew Training Instructors	390	Transport Workers Union (TWU)	Amendable 2025
Delta: Employee Group	Employees	Union	Contract Amendable Date/Status
Pilots	15,040	ALPA	Amendable 12/2026
Flight Superintendents (Dispatchers)	450	PAFCA	Amendable 11/2024
Southwest: Employee Group	Employees	Union	Contract Amendable Date/Status
Pilots	9,604	Southwest Airlines Pilots' Association (SWAPA)	In negotiations; amendable 09/2020; authorized strike petition to be released
Flight Attendants	18,841	Transportation Workers of America, AFL-CIO, Local 556 (TWU 556)	Amendable 10/2018; in mediation; rejected Agreement In Principle
Ramp, Operations, Provisioning, Freight Agents	15,260	Transportation Workers of America, AFL-CIO, Local 555 (TWU 555)	Amendable 12/2026
Customer Service Agents, Customer Representatives, and Source of Support Representatives	7,694	International Association of Machinists and Aerospace Workers, AFL-CIO (IAM 142)	Amendable 12/2027
Material Specialists (formerly known as Stock Clerks)	448	International Brotherhood of Teamsters, Local 19 (IBT 19)	Amendable 04/2024
Mechanics	2,766	Aircraft Mechanics Fraternal Association (AMFA)	Amendable 08/2024
Aircraft Appearance Technicians	194	AMFA	Amendable 04/2027
Facilities Maintenance Technicians	50	AMFA	Amendable 11/2027
Dispatchers	472	Transportation Workers of America, AFL-CIO, Local 550 (TWU 550)	Amendable 06/2027.
Flight Simulator Technicians	56	International Brotherhood of Teamsters (IBT)	Amendable 05/2024
Flight Crew Training Instructors	212	Transportation Workers of America, AFL-CIO, Local 557 (TWU 557)	Amendable 01/2027
Meteorologists	12	TWU 550	Amendable 06/2027

Source: SEC 10-k filings & news reports



ASSOCIATION OF FLIGHT ATTENDANTS CWA, AFL-CIO
6250 N. RIVER ROAD, SUITE 4020, ROSEMONT, IL 60018

NEGOTIATIONS



UPDATE



SCAN HERE!

[CONTRACT2021.ORG](https://contract2021.org)

***Update on the status of negotiations NOT a tentative agreement**