

**Contract 2021**

# **AFA Opening Proposal Summary**



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

October 5, 2021

Ladies and Gentlemen:

Today marks the culmination of almost two years of preparation. Yesterday, we presented our AFA Opening Proposal to management, and now we bring it to you.

Following the election of our Negotiating committee in April 2019, we immediately began work on gathering feedback for our Section 6 Negotiations. United Flight Attendants took part in Contract surveys to identify priorities in our negotiations. These surveys were conducted by the University of New Hampshire, who are experts in the field of statistical analysis and comprehensive survey development.

The opening proposal you see before you today is just that: a proposal or starting point. What we're looking at today is not going to look the same when we conclude negotiations. Our goal is to work towards your priorities to achieve an agreement with management that is industry leading for United Flight Attendants. This process will evolve over time, and we'll keep you informed along the way as we reach agreement on issues that ultimately will become a tentative agreement, which each of you will have the opportunity to review and vote on.

On July 27, 2021, we served notice under Section 6 of the Railway Labor Act to open negotiations. Our contract was amendable on August 28, 2021. We had planned to begin negotiations much earlier, but the pandemic delayed those plans. Every indication from the economy and industry provided the foundation for our experts and financial analysts to determine now is a favorable time to begin the negotiations process.

Throughout the pandemic our Negotiating Committee continued the diligent work of analyzing the extensive results of the survey data and the information from the listening tour, your Local Council Representatives and our MEC Committees. For 18 months, work continued to define our priorities, and identify what our opening proposal would look like.

We want you to know that our Section 6 Negotiations will be different than our most recent negotiations which involved bringing three different Contracts together. Now that we have all worked together under this Agreement, we have shared experiences that form a foundation for where we collectively agree improvements are needed.

Through all the research and work we have talked about; I want you to know, we've heard your priorities and we're going to work towards an agreement that reflects our collective priorities, together. With you engaged and actively supporting our negotiations, we can achieve great things.

You are my priority. We deserve so much more than status quo. We deserve more than an industry standard Contract. We have earned and deserve an industry leading Contract that protects and values United Flight Attendants for the profound impact we have on United's passengers every day on every flight. Now is our time.

In Solidarity,

Ken Diaz, President  
United Master Executive Council



## Summary of Our Opening Proposal – October 5, 2021

This is a summary of our Opening Proposal, which contains highlights to some specific areas of improvement. We are providing comprehensive information in detail. We encourage you to read the full text of our Opening Proposal to understand the entirety of our proposed changes. The full text is available online at [www.contract2021.org](http://www.contract2021.org).

We are conducting roadshows at each base and satellite location to present this information to you, answer your questions and gather your continued feedback. We encourage you to attend a roadshow and/or contact your Local Council Officers with any questions. Additionally, our InfoReps are trained to both help with your questions and be your bridge to our Negotiations Committee. They are a valuable resource that we encourage you to become familiar with and utilize.

We have broken down the information into categories to help organize the improvements, with reference to Contract sections to assist in locating the specific language in our Opening Proposal for you to review. Some changes may be listed in more than one category, for example: if they have a scheduling and pay component.

When you review the full text of our Opening Proposal the following information will assist you in understanding the changes:

- The changes in the language are Amend, Clarify, Delete, and New.
- **Amend** is changing the substance of the provision by adding new words giving new meaning or application.
- **Clarify** – Clarifying the current understanding or practice, or simply cleaning up the language. (Note: where we change items from, she/he to gender neutral we have agreement with the company that this will not alter the existing meaning of that language).
- **Delete** – ~~Strikethrough~~ will delete the entire sentence or paragraph.
- **New** – A new provision or new language added to our contract is indicated by being underlined.
- **TBD** – To be determined. This indicates it will be discussed during the course of negotiations.
- Any provisions not included in the opening proposal are not contemplated to be changed. These provisions remain as current, and are considered “**Book.**”

Sometimes there is a combination of these designators listed because both apply to the given paragraph.



## Compensation & Expenses

Our AFA Opener contains significant changes to compensation. While these have been clearly delineated in various sections, many of the final details will not be worked out until the very end of our negotiations process. Keep in mind, that economic issues are typically addressed towards the end of the process.

Throughout this process, Flight Attendants at other airlines may negotiate wages above ours or reach agreements to increase their rates of pay further before the conclusion of our own negotiations. We will ensure that at the conclusion, we will stand as the industry leader in the areas of wages and compensation.

AFA Proposal	Contract Section
<b>Base Pay Rates</b>	
<ul style="list-style-type: none"> <li>Pay rates to be industry leading</li> </ul>	4
<b>Incentive Pay Rates</b>	
<ul style="list-style-type: none"> <li>All credited flight time in excess of 60 hours/month qualifies for incentive pay rates</li> <li>Eliminate cap on hours qualifying for incentive pay rates</li> </ul>	4
<b>White/Purple Flag</b>	
<ul style="list-style-type: none"> <li>White Flag pay guaranteed in case of pairing cancelation or reassignment</li> </ul>	4
<b>Lineholder Minimum</b>	
<ul style="list-style-type: none"> <li>Lineholder minimum pay guarantee increase to 75:00</li> </ul>	4
<b>Drafting Pay</b>	
<ul style="list-style-type: none"> <li>Increase to 5:00</li> </ul>	4
<b>Drug/Alcohol Testing Pay</b>	
<ul style="list-style-type: none"> <li>Increase to seventy-five dollars for each drug or alcohol test</li> </ul>	4
<b>Galley Pay</b>	
<ul style="list-style-type: none"> <li>Paid for all galley positions on all aircraft</li> <li>Pay rate to be industry leading</li> </ul>	4
<b>International Purser Pay</b>	
<ul style="list-style-type: none"> <li>Override to be industry leading</li> <li>Increase International Purser override</li> </ul>	4/9
<b>Purser Pay</b>	
<ul style="list-style-type: none"> <li>Increase Purser override to be industry leading</li> </ul>	4
<b>Holiday Pay</b>	
<ul style="list-style-type: none"> <li>Double the hourly rate of pay times the credited flight time for the pairing</li> <li>Holiday pay guaranteed in case of pairing cancelation or reassignment</li> <li>Increase number of paid holidays from five (5) to eight (8)</li> </ul>	4
<b>International Override</b>	
<ul style="list-style-type: none"> <li>To be included in guarantee</li> <li>To be industry leading</li> </ul>	4
<b>Language Qualified Override</b>	
<ul style="list-style-type: none"> <li>Paid for all credited flight hour and all ground holding time including sick/occupational leave and vacation</li> <li>To be included in guarantee</li> <li>To be industry leading</li> </ul>	4



<b>Language Incentive Pay</b>	
<ul style="list-style-type: none"> <li>• Paid for all credited flight hours and all ground holding time including sick/occupational leave and vacation</li> <li>• Override to be industry leading</li> </ul>	4
<b>Profit Sharing</b>	
<ul style="list-style-type: none"> <li>• Plan to be industry leading and shall be no less favorable than any group on the property</li> </ul>	4
<b>Reserve Override</b>	
<ul style="list-style-type: none"> <li>• Incremental increases based upon seniority <ul style="list-style-type: none"> <li>○ Less than five (5) years of seniority</li> <li>○ Five (5) years but less than ten (10) years of seniority</li> <li>○ Ten (10) years or more of seniority</li> </ul> </li> <li>• Override to be industry leading</li> </ul>	4
<b>Short Crew Pay Formula</b>	
<ul style="list-style-type: none"> <li>• To be industry leading</li> </ul>	4
<b>Ground Time Pay</b>	
<ul style="list-style-type: none"> <li>• Paid one-half (1/2) of the hourly base rates</li> <li>• Paid for all ground time</li> </ul>	4
<b>Late Arrival Pay</b>	
<ul style="list-style-type: none"> <li>• Paid in all circumstances when a pairing terminates more than two hours (2:00) after the original scheduled arrival time</li> </ul>	4/7
<b>Purser Preparation Pay</b>	
<ul style="list-style-type: none"> <li>• A flat rate for time spent to prepare for the required briefing, and any additional duties</li> </ul>	4
<b>Essential Worker Pay</b>	
<ul style="list-style-type: none"> <li>• Paid upon declaration of an emergency when restrictions are in place (curfews, shelter-in-place orders, containment areas, quarantine zones or other forms of restrictions) and there is an exemption from these restrictions for essential workers</li> </ul>	4
<b>Drafting Pay</b>	
<ul style="list-style-type: none"> <li>• Increase Drafting Pay to five (5) hours</li> </ul>	4/6
<b>Holding Time</b>	
<ul style="list-style-type: none"> <li>• Paid after 10 minutes</li> </ul>	6
<b>Expenses</b>	
<ul style="list-style-type: none"> <li>• Increase Domestic and International per diem to be industry-leading</li> <li>• Automatic increase annually</li> </ul>	5
<b>Crew Meals</b>	
<ul style="list-style-type: none"> <li>• Increase availability of crew meals</li> <li>• When crew meals unavailable, reimbursed for reasonable actual expenses associated with buying a meal <ul style="list-style-type: none"> <li>○ If unavailable to buy a meal, paid - \$10 Breakfast, \$10 Snack, \$15 Lunch, \$15 Dinner</li> </ul> </li> <li>• Ability to take crew meal off aircraft</li> <li>• Bottled water for crew to be provisioned on all flights</li> </ul>	5



<b>Enhanced Expenses</b>	
<ul style="list-style-type: none"> <li>Increase International per diem for layover locations where the relative cost of living is higher than the United States</li> </ul>	5
<b>Cost of Living Adjustment</b>	
<ul style="list-style-type: none"> <li>Cost of Living Adjustments increase base, and incentive pay rates adjusted annually based on Consumer Price Index - Urban (CPI-U)</li> </ul>	5

## **Contractual Rest**

Includes Legal Rest both at home and while on layover, crew rest, crew lounges and other provisions

<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Domestic Home Minimum Legal Rest</b>	
<ul style="list-style-type: none"> <li>Legal rest cannot be shorter than previous duty period</li> <li>Minimum legal rest before and after duty period with red-eye: 18:00</li> <li>Minimum legal rest before and after High Value Trip (HVT): 18:00</li> <li>Pairings with check-in between 0001 and 0459 only assigned to Reserves with minimum legal rest of 18:00</li> </ul>	6
<b>Domestic Layover Minimum Legal Rest</b>	
<ul style="list-style-type: none"> <li>11:00 hours when lodging is within :15 minutes of airport</li> <li>12:00 hours when lodging is more than :15 minutes from airport</li> <li>Legal rest cannot be shorter than previous duty period</li> <li>Minimum legal rest before and after duty period with red-eye: 18:00</li> <li>Place of lodging rest cannot be shorter than scheduled free from duty rest by more than two (2) hours</li> </ul>	6
<b>International Home Minimum Legal Rest</b>	
<ul style="list-style-type: none"> <li>Increase rest for ultra-long haul with flight time 18:00 or over</li> <li>Additionally, for every four (4) time zones crossed, minimum legal rest increases by one (1) hour</li> </ul>	6
<b>International Layover Minimum Legal Rest</b>	
<ul style="list-style-type: none"> <li>Flight time 8:00 hours or less: 14:00 free from duty (FFD)/12:00 Place of lodging (POL)</li> <li>Flight time 8:01 to 10:30 15:00 FFD/13:00 POL</li> <li>Flight time 10:31 to 14:00 20:00 FFD/17:00 POL</li> <li>Flight time 14:01 to 16:00 24:00 FFD/21:00 POL</li> <li>Flight time 16:00 or over: 24:00 FFD/21:00 POL, PLUS for every flight time hour or portion thereof over 16:00, FFD and POL rest increase by 2:00</li> <li>For every four (4) time zones crossed, minimum legal rest increases by one (1) hour</li> </ul>	6
<b>Crew Rest</b>	
<ul style="list-style-type: none"> <li>Improved Crew Rest provisions <ul style="list-style-type: none"> <li>Improve location and quality of crew rest seats</li> <li>Increase flights eligible for crew rest</li> </ul> </li> <li>Provide for conversion to crew rest modules for aircraft which have the size to accommodate them</li> </ul>	3



## Hotel, Transportation and Layover

Includes Layover, Transportation, Deadheading and CJA

AFA Proposal	Contract Section
<b>CJA</b>	
<ul style="list-style-type: none"><li>Added language for company to seek reciprocal jumpseat agreements</li></ul>	3
<b>Crew Lounge</b>	
<ul style="list-style-type: none"><li>Improved crew lounge provisions to provide for stations where long sit times frequently occur</li></ul>	3/5
<b>Deadhead</b>	
<ul style="list-style-type: none"><li>Provide improved Deadhead provisions with regard to:<ul style="list-style-type: none"><li>Booking class of service</li><li>Seat selection</li><li>Penalty for middle seats</li><li>Enhanced language for long haul deadhead</li><li>Deadhead deviation</li></ul></li></ul>	3
<b>Hotels</b>	
<ul style="list-style-type: none"><li>Improved hotel sourcing, selection, retention, disapproval guidelines, dispute resolution process - comprehensive Letter of Agreement</li><li>Company provided credit card for use when hotel room or transportation not available</li><li>Redefined 'downtown' to core business district of the city served<ul style="list-style-type: none"><li>Threshold for core business district layover is 14 hours block-to-block layover</li><li>Requires consent of the Union if hotel is not within core business district</li></ul></li><li>Gainsharing applies to all hotel rooms<ul style="list-style-type: none"><li>Increase to greater of \$40 or 50% of cost of room</li><li>Room cancellation deadline lowered to 12 hours before check-in for trip</li></ul></li></ul>	5
<b>Transportation</b>	
<ul style="list-style-type: none"><li>Reimbursement for taxi increase to \$20.00</li><li>Reimbursement for public transportation</li><li>Electronic process providing for hotel and transportation vouchers during operational issues</li></ul>	5



## Bidding, Scheduling and Work Rules

AFA Proposal	Contract Section
<ul style="list-style-type: none"> <li>Enhanced Master Schedule Information</li> </ul>	3
<b>Pairing Requirements</b>	
<ul style="list-style-type: none"> <li>Operational pairings to indicate work positions with limited exceptions</li> </ul>	3
<b>IMPROVED RIGS</b>	
<ul style="list-style-type: none"> <li>Minimum one (1) hour of pay for each 1:30 on duty</li> <li>Minimum five (5) hours of pay for each duty period</li> <li>Minimum five (5) hours of for each calendar day (average)</li> <li>Minimum one (1) hour of pay for every 450 nautical miles</li> <li>Minimum one (1) hour of pay for every three (3) hours away from home</li> </ul>	6
<b>Preflight Briefing and Safety and Luggage Stowage</b>	
<ul style="list-style-type: none"> <li>Minimum of :25 minutes to stow luggage, conduct briefing and perform safety checks</li> </ul>	6
<b>Domestic Maximum Duty Times</b>	
<ul style="list-style-type: none"> <li>Reduced scheduled and actual maximum duty time Check-in 1900-0459 or duty period containing a red-eye                             <ul style="list-style-type: none"> <li>Maximum duty time 10:30 scheduled, 12:00 actual</li> <li>maximum 7:00 flight time</li> <li>ground time no greater than 1:30</li> <li>No segment after red-eye</li> <li>Minimum legal rest before and after duty period with red-eye: 18:00</li> </ul> </li> <li>Check-in 0500-1850                             <ul style="list-style-type: none"> <li>Maximum duty time 12:00 scheduled, 14:00 actual</li> </ul> </li> <li>High Value Trip                             <ul style="list-style-type: none"> <li>Any duty period with 9:00 or more of flight time must be created as single duty period HVT</li> </ul> </li> </ul>	6
<b>International Maximum Duty Time</b>	
<ul style="list-style-type: none"> <li>Multi/Non-stop up to 8:00: 12:00 scheduled/14:00 actual</li> <li>Multi/Non-stop 8:01 to 12:00: 14:00 scheduled/16:00 actual</li> <li>Non-stop 12:01 to 16:00: check-in + flight time + customs + debrief + 3:00</li> <li>Non-stop over 16:01 or over - actual: check-in + flight time + customs + debrief + 2:00</li> </ul>	6
<b>Voluntary Waiver of Duty Time Maximum</b>	
<ul style="list-style-type: none"> <li>Pay will apply when duty limitation exceeded on actual basis regardless of waiver status</li> </ul>	6
<b>Segments</b>	
<ul style="list-style-type: none"> <li>Maximum four (4) segments Domestic and International</li> </ul>	6
<b>Co-Terminals</b>	
<ul style="list-style-type: none"> <li>Elimination of co-terminals</li> </ul>	6
<b>Established Staffing Guidelines (ESG)</b>	
<ul style="list-style-type: none"> <li>Can never be lower than contractual minimum bid positions</li> <li>Cannot convert from deadhead status to create working positions over ESG, must remain deadhead</li> </ul>	7





<b>Minimum Pay and Scheduling</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Minimum Lineholder Guarantee</b>	
<ul style="list-style-type: none"> <li>75 hours</li> </ul>	7
<b>Line Average</b>	
<ul style="list-style-type: none"> <li>Average value of all lines of flying</li> <li>88 hours every month – eliminates ability for company to increase up to 90</li> </ul>	7
<b>Bid Positions</b>	
<ul style="list-style-type: none"> <li>Number of positions available for award for each Reserve line indicated in bid packet</li> <li>Requirement to create variable staffing positions starting 15 days before flight</li> <li>Requirement to create variable staffing positions when flight meets criteria for 50% of month</li> </ul>	7
<b>Minimum Bid Positions</b>	
<ul style="list-style-type: none"> <li>Domestic: one (1) position for every 50 passenger seats plus one (1) position for each galley</li> <li>International: one (1) position for every 40 passenger seats plus one (1) position for each galley plus one (1) for International Purser</li> </ul>	7
<b>Minimum Base Crew for Bidding</b>	
<ul style="list-style-type: none"> <li>No less than FAA minimum crew for aircraft</li> </ul>	7
<b>Reserve Scheduling (See also Reserve Section)</b>	
<ul style="list-style-type: none"> <li>Reserve lines with full weekends off</li> <li>Minimum 10% of all Reserve lines</li> <li>Reserve lines with partial weekends off</li> <li>Minimum 20% of all Reserve lines</li> <li>Number of positions for each Reserve line in bid packet equally distributed</li> </ul>	7
<b>Pairing Construction</b>	
<ul style="list-style-type: none"> <li>Maximum number of Domestic 1-day pairings <ul style="list-style-type: none"> <li>No more than 25% of pairings assigned to a domicile</li> </ul> </li> <li>Maximum number of Domestic 4-day pairings <ul style="list-style-type: none"> <li>No more than 25% of pairings assigned to a domicile</li> </ul> </li> <li>Minimum combined number of 2 and 3-day trip <ul style="list-style-type: none"> <li>No less than 60% of pairings assigned to a domicile</li> </ul> </li> </ul>	7
<b>Red-Eye Flying</b>	
<ul style="list-style-type: none"> <li>Segregated into separate lines</li> </ul>	7
<b>Sub-Bases</b>	
<ul style="list-style-type: none"> <li>Elimination of operational sub-bases <ul style="list-style-type: none"> <li>Language Qualified Flight Attendants can bid and be awarded regular lines of flying</li> <li>International Purser Qualified Flight Attendants can bid and be awarded regular lines of flying</li> </ul> </li> </ul>	7



<b>End of Month Adjustment</b>	
<ul style="list-style-type: none"> <li>Ability to decline adjustment at any time before automated SMART adjustment process</li> <li>Ability to decline use of Reserve Availability days on days not originally scheduled to fly</li> <li>Ability to decline adjustment that creates overlap into next bid month</li> <li>Ability to leave standing preferences for options listed above</li> </ul>	7
<b>Job Share</b>	
<ul style="list-style-type: none"> <li>Job shares and partnerships cannot exceed 60 hours, excluding vacation</li> </ul>	7

<b>Schedule Flexibility</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Flight Attendant Trades</b>	
<ul style="list-style-type: none"> <li>Trades between Flight Attendants through computer up to two (2) hours before check-in</li> <li>Requests for trades with open time <ul style="list-style-type: none"> <li>At least 24 hours before departure of first trip</li> <li>Except if trip being dropped is later, must be at least two (2) hours prior to check-in of trip being picked up</li> </ul> </li> </ul>	7
<b>Open Time Trades</b>	
<ul style="list-style-type: none"> <li>If trip(s) picked up cover a smaller total number of days than trip(s) picked up, cannot cause a decrease of more than five (5) hours</li> <li>Guaranteed number of trades per day with Open Time, regardless of Pool display numbers</li> <li>Daily allocation of trades equal to no less than 5% of active Lineholder population</li> <li>Bad Day, Worse Day - eliminate 7-day restriction if trip dropped occurs earlier</li> <li>Out of Base Trades less than 24-hours after advertised for at least two (2) hours, or one (1) hour if less than 18:00 hours to departure</li> </ul>	7
<b>Pool Display Numbers</b>	
<ul style="list-style-type: none"> <li>Company must publish methodology for numbers used</li> <li>"Reserves Needed" numbers (MIN LVL) cannot exceed company target numbers provided for Reserve line construction</li> </ul>	7
<b>Pick up of Qualified Pairings in Open Time</b>	
<ul style="list-style-type: none"> <li>Less than 14:00 hours prior departure, can be picked by non-qualified Flight Attendant if pairing was in Open Time for at least one (1) hour</li> <li>Out of base pick up from Open <ul style="list-style-type: none"> <li>Can pick up out of base from Open 24 hours prior to departure</li> <li>Pairing must have been in Open Time for at least two (2) hours</li> </ul> </li> <li>Less than 18:00 hours before departure, if pairing has been in Open Time for at least one (1) hour</li> <li>Out of base pick up from Flight Attendant <ul style="list-style-type: none"> <li>Can pick up out of base from Flight Attendant 24 hours prior to departure</li> <li>Pairing must have been advertised on CCS Trip Trade Board for at least two (2) hours</li> </ul> </li> <li>Less than 18:00 hours before departure, if pairing is advertised on CCS Trip Trade Board for at least one (1) hour</li> </ul>	7



<b>Personal drops</b>	
<ul style="list-style-type: none"> <li>Requests accepted and awarded starting on the 21st of month prior</li> <li>Personal drops treated as day off and not restricted from performing trades</li> </ul>	7
<b>PTO</b>	
<ul style="list-style-type: none"> <li>PTO 5-day portion: requests must be awarded if unused allocations remain</li> <li>PTO days treated as day off and not restricted from performing trades</li> </ul>	7
<b>Jetway Trades</b>	
<ul style="list-style-type: none"> <li>Jetway trades automated</li> </ul>	7

<b>Reassignment</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<ul style="list-style-type: none"> <li>Must be given reassignment within two (2) hours of notification</li> </ul>	7
<ul style="list-style-type: none"> <li>Eliminate company's ability to reassign those based at International Domicile up to 24 hours past original arrival</li> </ul>	7
<ul style="list-style-type: none"> <li>\$20 per hour Late Arrival Pay for time on duty past original scheduled arrival if reassignment terminates more than two (2) hours past original for Domestic and International pairings</li> </ul>	7
<ul style="list-style-type: none"> <li>Reassignment after leaving the base <ul style="list-style-type: none"> <li>Must receive complete assignment upon initial contact with scheduling</li> <li>If unable to return due to operational reasons within 12 hours of original or extended more than eight (8) hours into days off, five (5) hours add pay plus \$20 Late Arrival Pay for all time on duty past original arrival</li> </ul> </li> </ul>	7
<b>Restoration of Day</b>	
<ul style="list-style-type: none"> <li>Can elect 8:00 pay in lieu of restoration</li> </ul>	7
<ul style="list-style-type: none"> <li>Applies when delayed operationally</li> </ul>	7
<ul style="list-style-type: none"> <li>Flight Attendant's choice must be granted If day(s) not blocked for minimum coverage</li> </ul>	7
<ul style="list-style-type: none"> <li>Automated tracking process that pays after 90 days if day not restored</li> </ul>	7
<ul style="list-style-type: none"> <li>Applies when Reserve assignment overlaps into Lineholder month</li> </ul>	7
<b>Drafting (see also Compensation and Expenses)</b>	
<ul style="list-style-type: none"> <li>5:00 hours add pay</li> <li>\$20 Late Arrival pay for all time on duty past original arrival, anytime pairing terminates more than two (2) hours past original arrival</li> <li>Must be released when transits Home Domicile</li> <li>Must be replaced and deadheaded home when transiting any domicile other than own</li> </ul>	4/7



<b>Reserve</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Reserve Monthly Maximum</b>	
<ul style="list-style-type: none"> <li>95/100/unlimited</li> </ul>	6
<b>Reserve Minimum Days Off</b>	
<ul style="list-style-type: none"> <li>12 days off in 30-day month and 13 days off in 31-day month</li> <li>Company required to build lines with additional days off when number of Reserves exceed 25% of base population</li> </ul>	6
<b>Reserve Minimum Rest</b>	
<ul style="list-style-type: none"> <li>Unless greater rest is otherwise required, Reserve minimum rest at home of at least 12 hours               <ul style="list-style-type: none"> <li>18 hours before and after duty period with red-eye</li> <li>18 hours before and after a High Value Trip (HVT)</li> </ul> </li> <li>18 hours before reporting for assignments with check-in times between 0001 and 0459 inclusive, for the following day</li> <li>All Reserves released to check-in once assigned</li> </ul>	8
<b>Reserve Move up</b>	
<ul style="list-style-type: none"> <li>Move up line process begins on 23rd and ends on last day of previous bid month</li> <li>Ability to place move up line requests on file in preferential order based on pairings in Open Time</li> <li>Ability to place ten (10) move up preferencing requests based on criteria such as Pairing length, layovers, earliest check-in, latest arrival, specific days off, equipment type, position</li> </ul>	8
<b>Reserve Preferencing</b>	
<ul style="list-style-type: none"> <li>Assignments accessible no later than 1730</li> <li>Flight Attendant on Ready Reserve who gets assignment for next day released for remainder of day and until check-in</li> <li>Open pairings with check-in times between 0001 and 0459 will be assigned to Reserves during Reserve Preferencing two (2) calendar days before check-in               <ul style="list-style-type: none"> <li>Example: Open pairing A has a check-in time of 0400 on the sixth (6<sup>th</sup>). It will be assigned during Reserve Preferencing on the fourth (4<sup>th</sup>)</li> </ul> </li> </ul>	8
<b>Ready Reserve Availability Periods (RAPs)</b>	
<ul style="list-style-type: none"> <li>12-hour RAP               <ul style="list-style-type: none"> <li>Daily RAPs designated monthly in bid packet</li> <li>No more than 50% of Ready Reserves assigned to a single RAP</li> <li>Minimum 2-hours between start of different RAPs</li> </ul> </li> <li>Not required to be contactable outside of RAP</li> <li>Assigned pairing cannot have check-in more than 2-hours after end of RAP</li> <li>Ready Reserves will be able to preference RAPs or full day of availability</li> </ul>	8
<b>Reserve Trades</b>	
<ul style="list-style-type: none"> <li>Maintain availability for shortest pairing in the Base's monthly bid packet</li> <li>Can trade assigned pairing with another Reserve for unequal number of days, as long as pairings depart on same day</li> </ul>	8



<b>Reserve Second Assignment</b>	
<ul style="list-style-type: none"> <li>Reserve given second assignment in same duty period to avoid drafting <ul style="list-style-type: none"> <li>Crew scheduling must indicate so in remark section of pairing</li> <li>Can only be done once per Reserve assignment</li> <li>5:00 hours of add pay</li> </ul> </li> <li>Late Arrival Pay of \$20 per hour for time on duty if schedule to arrive more than two (2) hours later than original</li> </ul>	8
<b>Reserve Picking up on Days Off (from Open Time and from Flight Attendants)</b>	
<ul style="list-style-type: none"> <li>No restriction on trading pairing</li> <li>Ability to pick up out of base</li> <li>Not required to be released to pick up. Must have minimum waivable legal rest measured from midnight on last day of availability or scheduled end of last duty period of assigned pairing</li> </ul>	8
<b>Reserve Short Call</b>	
<ul style="list-style-type: none"> <li>Less than four (4) hours prior to report</li> </ul>	8
<b>Standby Reserve</b>	
<ul style="list-style-type: none"> <li>If assigned pairing to avoid drafting, departure cannot be more than 6:00 hours from start of duty period</li> <li>If assigned pairing that departs more than 5:00 hours after start of duty period, 5:00 hours add pay</li> <li>If assigned to pairing scheduled to depart later than 4:00 hours after start of duty, and the pairing cancels, released to legal rest</li> <li>No more than two (2) standbys per bid period unless there are no other available Reserves, or waived/preferences</li> </ul>	8
<b>Reserve Picking Up Pairings from Open Time Following Days Off</b>	
<ul style="list-style-type: none"> <li>Between 1300 and 1400 before day of availability</li> <li>On first come-first serve instant basis</li> <li>Pairing must have check-in of 0800 or earlier</li> <li>Pairing must match days of availability classification unless no pairings meet that criteria</li> </ul>	8
<b>Reserve Picking Up Pairing from Open Time Following Standby</b>	
<ul style="list-style-type: none"> <li>Within one (1) hour following release from standby without assignment</li> <li>Release must be between conclusion of preferencing window and 2000</li> <li>On first come-first serve instant basis</li> <li>Pairing must have check-in of 0800 or earlier</li> <li>Pairing must match days of availability classification unless no pairings meet that criteria</li> </ul>	8
<b>Reserve Trades with Open (self-trades)</b>	
<ul style="list-style-type: none"> <li>Trading days of availability</li> <li>Unlimited Reserve self-trades</li> <li>Ability to do bad day-worse day trades</li> <li>When trading block of multiple days, each day treated like 1-day pairing</li> <li>Guaranteed number of Reserve day trades with Open Time (self-trades)</li> <li>Regardless of Pool display numbers, daily allocation of self-trades equal to no less than 5% of active Reserve population</li> </ul>	8
<b>Reserve Trades with Other Reserves</b>	
<ul style="list-style-type: none"> <li>Can involve more than two (2) Reserves</li> </ul>	8



<b>Reserve Assignment into Days Off</b>	
<ul style="list-style-type: none"> <li>Cannot be assigned into days off unless volunteered</li> <li>Reserve worked into days off can select days to be restored</li> <li>Reserve worked into first (1<sup>st</sup>) day off receives add pay equal to greater of 5:00 hours or 50% value of pairing</li> <li>Reserve worked into more than first (1<sup>st</sup>) day off receives add pay equal to value of pairing</li> </ul>	8
<b>Reserve Override</b>	
<ul style="list-style-type: none"> <li>Override to be industry leading</li> <li>Incremental increases based upon seniority <ul style="list-style-type: none"> <li>Less than five (5) years of seniority</li> <li>Five (5) years but less than ten (10) years of seniority</li> <li>Ten (10) years or more of seniority</li> </ul> </li> </ul>	4
<b>Additional Reserve Changes</b>	
<ul style="list-style-type: none"> <li>Cannot assign a Reserve with one special qualification to a pairing with different special qualification. Pairing must be treated as non-qualified pairing</li> <li>Eliminate Reserve displacement by Lineholder</li> <li>Requirement to release Reserves for next day when number of available Reserves exceeds minimum level needed by more than 10%</li> <li>Call out pay: 5:00 hours</li> <li>Automatic 1600 release for Reserves prior to day off</li> </ul>	8

<b>Vacation</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Vacation Pay</b>	
<ul style="list-style-type: none"> <li>Improved pay provisions for vacation <ul style="list-style-type: none"> <li>5:00 pay per day of vacation</li> <li>Added galley overrides to vacation pay</li> <li>Added IP, Purser and LQ overrides for annual, and month-to-month buy back</li> </ul> </li> </ul>	4/12
<b>Vacation Accrual</b>	
<ul style="list-style-type: none"> <li>Improved accrual formula <ul style="list-style-type: none"> <li>480 hours of paid activity during the year for full accrual</li> <li>Eliminate 1/12<sup>th</sup> deduction for being on leave</li> <li>New Hire accrual formula consistent with annual hours requirement</li> </ul> </li> <li>Increase number of days accrued for all seniority ranges</li> <li>Improved Reserve provisions <ul style="list-style-type: none"> <li>Eliminate the "short block" adjustments</li> </ul> </li> <li>Pay for vacation days on days off in add pay</li> </ul>	12
<b>Vacation General</b>	
<ul style="list-style-type: none"> <li>Added formula for determining vacation slots per day - improves availability during desirable months</li> <li>No Open Time trip trade restrictions after Operational Fly Through</li> <li>Reserve option to restore availability days after Operational Fly Through</li> </ul>	12



Benefits									
AFA Proposal	Contract Section								
<b>Healthcare</b>									
<ul style="list-style-type: none"> <li>• Flight Attendant premium increase capped at 5% annually</li> <li>• Lower Annual Deductibles for both medical and dental</li> <li>• Lower Annual Out of Pocket Limits for medical               <ul style="list-style-type: none"> <li>○ Optional Medical Plans included in cap on annual increase</li> <li>○ Aetna Select Plans added to Select Regional Medical Plans</li> </ul> </li> <li>• Medical Contribution Limits               <ul style="list-style-type: none"> <li>○ Lower cost sharing</li> <li>○ Industry Leading</li> </ul> </li> <li>• Required Monthly Contributions - Flight Attendants on a Leave of Absence may make required monthly contributions via credit card, debit card, check or an electronic funds transfer</li> <li>• Covered medical expenses, for all medical plans, shall include surgery to treat heart valve disease, refractive eye surgery, fertility treatment, mental health, and Traditional Chinese Medicine</li> <li>• Dental Contribution Limits               <ul style="list-style-type: none"> <li>○ Lower cost sharing</li> <li>○ Industry Leading</li> </ul> </li> </ul>	29								
<b>Retirement</b>									
<ul style="list-style-type: none"> <li>• Eliminate retiree medical sunset clause</li> <li>• Establish common retiree medical plan               <ul style="list-style-type: none"> <li>○ Age 55 or older with 10 or more years of service, or</li> <li>○ Age 50 or older with 20 or more years of service</li> </ul> </li> <li>• Lower required contribution for each month of coverage under the Traditional Medical PPO is equal to a percentage of the total projected costs of the Traditional Medical PPO</li> <li>• Based on the Flight Attendant's years of service:               <table data-bbox="279 1373 799 1524"> <thead> <tr> <th>Years of Service</th><th>Percentage of Cost</th></tr> </thead> <tbody> <tr> <td>10 through 19</td><td>60%</td></tr> <tr> <td>20 through 24</td><td>40%</td></tr> <tr> <td>25 and over</td><td>20%</td></tr> </tbody> </table> </li> <li>• Ability to use 14 hours from sick leave bank to pay for retiree medical monthly contribution</li> <li>• Post Medicare Retiree Medical Benefits               <ul style="list-style-type: none"> <li>○ At Flight Attendants choice, maintain Retiree Medical Benefits or Medicare</li> </ul> </li> <li>• Retirement Plans               <ul style="list-style-type: none"> <li>○ Increase company paid contributions, while maintaining equity amongst plans</li> </ul> </li> </ul>	Years of Service	Percentage of Cost	10 through 19	60%	20 through 24	40%	25 and over	20%	29
Years of Service	Percentage of Cost								
10 through 19	60%								
20 through 24	40%								
25 and over	20%								





<b>AFA Employee Assistance Program (AFA-EAP)</b>	
<ul style="list-style-type: none"> <li>New AFA - EAP Section</li> <li>Including Drug, Alcohol, Substance Abuse Long Term Disability (LTD) Treatment Benefit</li> </ul>	NEW
<b>Alcohol and Drug Testing</b>	
<ul style="list-style-type: none"> <li>LTD benefits for up to 12 months for treatment and recovery from drugs or alcohol</li> <li>Application of Contractual duty time and legal rest provisions to drug testing</li> <li>Full pay and credit protection following drug testing that interferes with schedule and no subsequent reassignment</li> </ul>	21

<b>Qualifications &amp; Training</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>International Purser</b>	
<ul style="list-style-type: none"> <li>Elimination of operational sub-bases</li> <li>Increase International Purser override</li> <li>Flight Attendant, who is not International Purser, Qualified and works the International Purser position receives full International Purser override</li> <li>Purser Qualified Flight Attendants can bid and be awarded regular lines of flying</li> <li>International Purser Position picked up from Open Time by non-International Purser is subject to seniority option. Qualified International Pursers have priority over non-qualified Flight Attendants</li> <li>Purser must receive informal performance review and refresher assistance before company can remove from program</li> </ul>	9
<b>Language Qualified Flight Attendants</b>	
<ul style="list-style-type: none"> <li>Increase to LQ override</li> <li>Increase to Language Incentive Pay (LIP) override</li> <li>Process for removal of language qualification if qualified in that language for at least three (3) years. Company must grant minimum removal if it does not exceed 20% of that language population in the system in a calendar year.</li> <li>Language Qualified override for vacation pay if held language line for that month</li> <li>One (1) LQ position on narrowbody aircraft and two (2) on widebody aircraft</li> </ul>	9





Training	
<ul style="list-style-type: none"> <li>• Increase Pay Factors for Training <ul style="list-style-type: none"> <li>○ Daily pay for training 5:00 hours</li> <li>○ RIGs for Training Pairings</li> <li>○ Removed limit on number of hours paid for deadhead to/from training</li> <li>○ Increase CBT pay</li> <li>○ If trip drop is necessary, pay protected without reassignment</li> <li>○ Training pairing value part of guarantee</li> <li>○ Pay for pre-training check-off if not at training center</li> </ul> </li> <li>• Improved process for picking up training pairing and scheduling provisions <ul style="list-style-type: none"> <li>○ Earlier in timeline</li> <li>○ At Reserve option, ability to attend training on Days Off - training pay to add pay</li> <li>○ Mandated availability for a grace month for all Flight Attendants</li> </ul> </li> <li>• Scheduling cannot force into grace month to avoid a trip drop</li> <li>• Consistent process for attending training away from base</li> <li>• Contractual process for re-balancing CQ due months</li> <li>• Flight Attendant's option to attend training on leaves of absence and furlough</li> </ul>	11

Special Operations, Seniority and Leaves of Absence	
AFA Proposal	Contract Section
AMC	
<ul style="list-style-type: none"> <li>• Increase AMC Override - Industry Leading</li> <li>• Establish Override for Aero Medical Flights</li> <li>• Improve insurance benefits</li> </ul>	10
Seniority	
<ul style="list-style-type: none"> <li>• Added seniority protection in case of base closure or surplus</li> <li>• Revised seniority provisions for COBUS and management transfers</li> </ul>	14
Leaves of Absence	
<ul style="list-style-type: none"> <li>• Flight Attendant's option to attend training and meetings while on leave of absence</li> <li>• When a COLA period and a Special COLA period overlap, the COLA will be changed to a special COLA and the higher benefits will apply</li> <li>• A Flight Attendant on a medical leave of absence (including occupational) will retain and accrue seniority for six (6) years</li> </ul>	15



<b>Occupational Sick Leave of Absence</b>	
<ul style="list-style-type: none"> <li>• No point accrual or discipline for occupational injury</li> <li>• Combined Occupational and Sick Leave banks – increased annual accrual to 120 hours</li> <li>• Minimum of 480 hours of paid activity to receive full annual accrual</li> <li>• Increased bank maximum to 3000 hours</li> <li>• Reduced threshold to qualify for Rapid re-accrual of occupational injury, illness, and sick leave bank to 100 hours</li> <li>• Ability to use sick leave for maternity or parental leave</li> <li>• Requirement that returns to work following occupational or sick leave absence is processed within seven (7) days and, if not, the company provides full compensation</li> <li>• Option of pay out hours from occupational injury, illness and sick leave bank upon resignation or retirement, or can be used to pay for retiree medical benefits</li> </ul>	13
<b>Leaves of Absence – Maternity, Adoption and Parental</b>	
<ul style="list-style-type: none"> <li>• A Flight Attendant can start maternity at any time during pregnancy</li> <li>• Sick Leave absences related to pregnancy will not accrue attendance points or discipline</li> <li>• A Flight Attendant will accrue longevity for all purposes during duration of maternity leave</li> <li>• Foster care leave of absence similar to adoption leave of absence</li> <li>• A Flight Attendant may use maternity, parental, adoption/foster care leave entitlements in non-consecutive blocks</li> <li>• Flight Attendants can use vacation from current or following year before of concurrent with medical, maternity, parental adoption/foster care leave of absence</li> <li>• Flight Attendant on Parental, adoption/foster care leaves of absence will accrue longevity for all purposes for duration</li> </ul>	15
<b>Family Medical Leave (FML)</b>	
<ul style="list-style-type: none"> <li>• Family Medical Leave hours of service requirement will be active status for no less than seven (7) months in preceding 12 months</li> <li>• Any Family Medical Leave absence covered by sick leave pay will not be counted against the 78-day FML allocation</li> </ul>	15
<b>Military Leave</b>	
<ul style="list-style-type: none"> <li>• Military Leave duration covers all time of armed forces duty</li> <li>• All Leaves of Absence accrue longevity for purposes of pay and vacation step adjustments for the duration</li> </ul>	15



## Jobshare, Furlough, Surplus, Base Closure, Moving and Transfers

AFA Proposal	Contract Section
<b>Jobshare and Partnership</b>	
<ul style="list-style-type: none"> <li>Annual Partnership <ul style="list-style-type: none"> <li>Minimum number of annual partnerships equal to no less than two percent (2%) of the Base population</li> </ul> </li> <li>Monthly Bidding Process and Rules for Job Shares and Partnership Flying <ul style="list-style-type: none"> <li>Increase monthly maximum to 60:00 pay and credit excluding vacation</li> </ul> </li> <li>Dissolution and Suspension/Cancellation of Partnerships <ul style="list-style-type: none"> <li>Eliminate ability for company to cancel or suspend multi-month partnerships</li> </ul> </li> </ul>	16
<b>Voluntary Furlough</b>	
<ul style="list-style-type: none"> <li>All voluntary headcount reduction programs move the involuntary furlough line down until it reaches a Flight Attendant who has not volunteered</li> <li>Flight Attendants on voluntary furlough have access to CJA if they maintain their qualifications</li> <li>Flight Attendants on voluntary furlough have the option to attend training and meetings</li> <li>Voluntary Furlough and Furlough Mitigation Partnerships will be combined and awarded in seniority with the ability to rank preferences</li> <li>A Flight Attendant on involuntary furlough cannot be recalled to a different base unless their original base is closed or is subject to a surplus and their seniority would be affected</li> <li>Flight Attendants on involuntary furlough accrue seniority for all purposes</li> <li>Flight Attendants on involuntary furlough continue benefits as if on active status for the duration</li> <li>Involuntary furlough maximum duration of ten (10) years</li> <li>Involuntary furlough Flight Attendants will have access to CCS</li> <li>Involuntary furlough Flight Attendants will have online pass benefits as if active</li> <li>During involuntary furlough, lines of flying average at each base cannot exceed 72 hours</li> </ul>	18
<b>Surplus</b>	
<ul style="list-style-type: none"> <li>Company prohibited from surplus from any Base location without making sufficient vacancies available at other Bases where Flight Attendants have the legal ability to work</li> <li>Surplus and Relocation Bidding improvements</li> <li>Company shall not close any Base location without making sufficient vacancies available at other Bases where Flight Attendants have the legal ability to work</li> <li>Flight Attendant cannot be terminated as a result of a base closure or surplus</li> </ul>	17
<b>Transfer Procedure</b>	
<ul style="list-style-type: none"> <li>Prior to the assignment of new hires to any Base, all transfer bids on file shall be awarded</li> <li>If inhibited from transferring due to acceptance or rejection of a transfer award, the transfer can be awarded after all non-inhibited transfers on file have been awarded</li> </ul>	17



<b>Safety</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Safety</b>	
<ul style="list-style-type: none"> <li>Expand PPE provisioning requirements</li> </ul>	3/19
<ul style="list-style-type: none"> <li>Improve Cabin Air Quality provisions</li> <li>Cabin air temperature provisions</li> <li>Secondary Flight Deck Barrier: required on all passenger aircraft in United's fleet</li> <li>Communicable Diseases               <ul style="list-style-type: none"> <li>Expands company responsibility to notify Flight Attendants of possible exposure</li> </ul> </li> <li>Epidemic &amp; Pandemic protections</li> <li>Preflight Safety Checks               <ul style="list-style-type: none"> <li>Must have at least :10 minutes to complete FAA required preflight safety checks, prior to passenger boarding,</li> <li>No less than :05 minutes to stow luggage prior to passenger boarding,</li> </ul> </li> <li>Fatigue Risk Management Plan Letter of Agreement</li> </ul>	19

<b>Investigations, Personnel Files and Grievances</b>	
<b>AFA Proposal</b>	<b>Contract Section</b>
<b>Grievance</b>	
<ul style="list-style-type: none"> <li>Delineated time allowed to procure Union Representative in investigations</li> <li>Timeline for company to provide documents during investigations</li> <li>Pay process for Flight Attendants held out of service during investigations</li> <li>Removed limits on retroactive relief</li> <li>Discharge               <ul style="list-style-type: none"> <li>Streamlined process</li> <li>Added expedited arbitration process</li> </ul> </li> <li>No points or discipline for occupational injuries</li> <li>Monetary award for Contractual violations</li> <li>Requirement to provide unredacted version of customer complaints</li> <li>Added a :05 minute grace period for check-in</li> <li>Non-disciplinary notated discussions removed after one (1) year</li> </ul>	22/23



Miscellaneous	
AFA Proposal	Contract Section
<b>Uniforms, Moving and Commuter Program</b>	
<ul style="list-style-type: none"> <li>Uniforms               <ul style="list-style-type: none"> <li>Increase Point Allowance</li> <li>Provide for full carryover of unused points</li> <li>Provide for Points/Cash/Credit Card/Payroll Deduct, or combination</li> <li>Maintain purchasing power of uniform points</li> </ul> </li> </ul>	25
<ul style="list-style-type: none"> <li>Expand Moving Expenses provisions</li> </ul>	26
<ul style="list-style-type: none"> <li>Commuter Program               <ul style="list-style-type: none"> <li>Reduced requirement for two (2) flights to one (1) if using United/United Express</li> <li>Provision for commuting on other airlines</li> <li>Confirmed paid ticket qualifies</li> <li>Listed jumpseat is considered an available seat</li> </ul> </li> </ul>	28



## Contract 2021 AFA Opening Proposal Roadshow

<b>ORLANDO</b>  October 6, 2021 1000-1300 Hyatt Place Orlando Airport (407) 816-7800	<b>FORT LAUDERDALE</b>  October 7, 2021 1000-1300 Hyatt Place FLL Cruise Port (954) 763-7670	<b>TAMPA</b>  October 8, 2021 1000-1300 Hyatt Place Tampa Airport/Westshore (813) 282-1037	<b>CHICAGO</b>  October 11, 2021 1000-1300 Hyatt Rosemont (847) 518-1234	
<b>BOSTON</b>  October 12, 2021 1000-1300 Four Points by Sheraton Boston Logan Airport (781) 284-7200	<b>WASHINGTON, DC</b>  October 13, 2021 1000-1300 Hyatt Regency Dulles Airport (703) 713-1234	<b>CLEVELAND</b>  October 14, 2021 1000-1300 Four Points by Sheraton Cleveland Airport (216) 252-7700	<b>NEWARK</b>  October 15, 2021 1000-1300 Renaissance Newark Airport Hotel (908) 436-4600	<b>HOUSTON</b>  October 19, 2021 1000-1300 DoubleTree Intercontinental Airport (281) 848-4000
<b>AUSTIN</b>  October 20, 2021 1000-1300 Hyatt Place Austin Airport (512) 272-5001	<b>PHOENIX</b>  October 21, 2021 1000-1300 Residence Inn Tempe Downtown/University (480) 967-2300	<b>DENVER</b>  October 22, 2021 1000-1300 Courtyard by Marriott Denver Airport (303) 371-0300	<b>LAS VEGAS</b>  October 26, 2021 1000-1300 Westin Las Vegas (702) 836-5900	<b>SAN DIEGO</b>  October 27, 2021 1000-1300 Westin San Diego Downtown (619) 239-4500
<b>SAN FRANCISCO</b>  October 28, 2021 1000-1300 Grand Hyatt San Francisco Airport (650) 452-1234	<b>LOS ANGELES</b>  October 29, 2021 1000-1300 Renaissance Los Angeles Airport (310) 337-2800	<b>LONDON</b>  November 3, 2021 1000-1300 *To Be Determined  (Location will be posted on contract2021.org prior to meeting)	<b>GUAM</b>  November 10, 2021 1000-1300 Hyatt Regency Guam (671) 647-1234	<b>HONOLULU</b>  November 11, 2021 1000-1300 Hyatt Regency Waikiki Beach (808) 923-1234

**All attendees are required to wear a face mask.**  
**Some locations have additional health precautions in place.**  
**Visit [contract2021.org](http://contract2021.org) for more information.**

**Get involved, ask questions, participate, and make a difference for our future!**



---

# NOTES

---



ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO  
6250 N. River Road, Suite 4020, Rosemont, IL 60018



PRESORTED  
FIRST-CLASS MAIL  
U.S. POSTAGE PAID  
ALLIED UNION  
SERVICES



## AFA Opening Proposal Roadshow

<b>ORLANDO</b>  October 6, 2021 1000-1300 Hyatt Place Orlando Airport (407) 816-7800	<b>FORT LAUDERDALE</b>  October 7, 2021 1000-1300 Hyatt Place FLL Cruise Port (954) 763-7670	<b>TAMPA</b>  October 8, 2021 1000-1300 Hyatt Place Tampa Airport/Westshore (813) 282-1037	<b>CHICAGO</b>  October 11, 2021 1000-1300 Hyatt Rosemont (847) 518-1234	
<b>BOSTON</b>  October 12, 2021 1000-1300 Four Points by Sheraton Boston Logan Airport (781) 284-7200	<b>WASHINGTON, DC</b>  October 13, 2021 1000-1300 Hyatt Regency Dulles Airport (703) 713-1234	<b>CLEVELAND</b>  October 14, 2021 1000-1300 Four Points by Sheraton Cleveland Airport (216) 252-7700	<b>NEWARK</b>  October 15, 2021 1000-1300 Renaissance Newark Airport Hotel (908) 436-4600	<b>HOUSTON</b>  October 19, 2021 1000-1300 DoubleTree Intercontinental Airport (281) 848-4000
<b>AUSTIN</b>  October 20, 2021 1000-1300 Hyatt Place Austin Airport (512) 272-5001	<b>PHOENIX</b>  October 21, 2021 1000-1300 Residence Inn Tempe Downtown/University (480) 967-2300	<b>DENVER</b>  October 22, 2021 1000-1300 Courtyard by Marriott Denver Airport (303) 371-0300	<b>LAS VEGAS</b>  October 26, 2021 1000-1300 Westin Las Vegas (702) 836-5900	<b>SAN DIEGO</b>  October 27, 2021 1000-1300 Westin San Diego Downtown (619) 239-4500
<b>SAN FRANCISCO</b>  October 28, 2021 1000-1300 Grand Hyatt San Francisco Airport (650) 452-1234	<b>LOS ANGELES</b>  October 29, 2021 1000-1300 Renaissance Los Angeles Airport (310) 337-2800	<b>LONDON</b>  November 3, 2021 1000-1300 *To Be Determined  <i>(Location will be posted on contract2021.org prior to meeting)</i>	<b>GUAM</b>  November 10, 2021 1000-1300 Hyatt Regency Guam (671) 647-1234	<b>HONOLULU</b>  November 11, 2021 1000-1300 Hyatt Regency Waikiki Beach (808) 923-1234

All Attendees are required to wear a face mask.  
Some locations have additional health precautions in place.