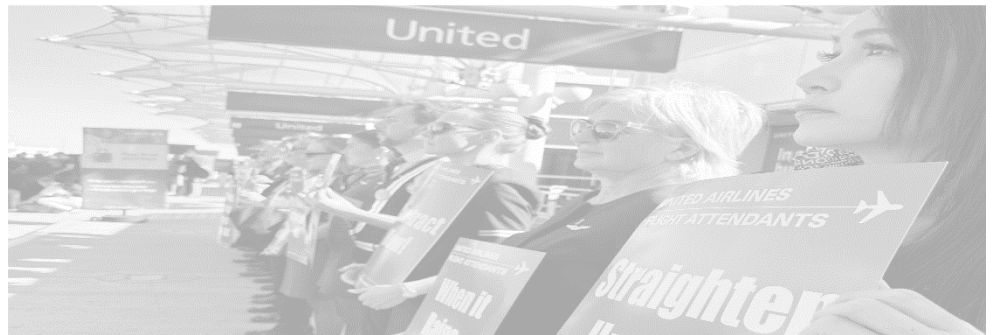




United Master Executive Council  
Association of Flight Attendants - CWA,  
AFL-CIO



## Negotiations Update

During our direct negotiations the week of September 11<sup>th</sup> in Washington, DC, management made an industry standard wage rate proposal. The proposal was not an overall economic proposal, instead it only focused on the date of signing wage rates currently in effect for Delta Flight Attendants.

This can only be viewed as an extremely limited starting point. Remember the Southwest Agreement in Principle (AIP) had higher rates than the Delta hourly rates (exceeded Delta's current pay rate by 11.5% in 2023) and the proposed hourly wage rates in the American negotiations are significantly higher.

Management has yet to address any Flight Attendant issues in Section 5 – Expenses, Transportation and Lodging, Section 6 – Minimum Pay and Credit, Hours of Service and Contractual Legalities, Section 7 – Scheduling and Section 8 – Reserve Scheduling Procedures.

During the session we made a comprehensive counter proposal on Section 4 – Compensation. Our proposal addressed all of the provisions in Section 4 - excluding the 4.A. rates (management was again informed that we expect the specific wage rates in Section 4.A. to be industry leading and retroactive to the amendable date).

Our counter proposal focused on industry leading Ground Time Pay, Profit Sharing, pay formulas (Holiday, Short Crew, Minimum Guarantees, etc.) and overrides including International Purser and Purser, Reserve Override, Language Qualified, Language Incentive Pay, and Galley Pay. We also maintained our proposals on pay protections (included in guarantee) including those associated with White and Purple Flag, Language Qualified and Language Incentive Pay.

(continued)



## Negotiations Update (continued)

Also, during our session in Washington, DC., management made a proposal on Section 10 – AMC/CRAF Operation. Management’s proposal maintained significant offsets to the insurance benefits (death and disability) associated with this type of flying. We immediately rejected this approach and made a counter proposal designed to close out this Section. In our counter proposal we included industry leading overrides associated with AMC and CRAF flying and an override for an aero medical operation, no insurance offsets, personal life insurance protection and adjustments to the time parameters for the crew desk to call Flight Attendants to notify them of an assignment for this type of flying.

In line with the September 6, 2023, resolution of the United Master Executive Council, during our session the week of September 18th in Chicago, discussions on a protocol for structured negotiations on an expedited basis took place. MEC President Ken Diaz engaged in these discussions with Michael Jones, Vice President Labor Relations. These talks will continue next week.

Also, during our session in Chicago, we received a response to our AMC/CRAF Operation proposal to close out Section 10. It was added to the prior package proposal that management brought to the table in an attempt to close out the remaining issues in Section 14 – Seniority, Section 24 – System Board of Adjustment, and Section 28 – Commuter Program. We will respond to this package proposal at a future session. Our next direct negotiations will take place in Chicago the week of October 9, 2023.

## Membership Survey III

All through our negotiations you have been an inspiration. When we formulated our Opening Proposal, it was based on your direct feedback and our community’s collective aspirations. Your continued support and feedback continue to be essential as we move into the next phase of our negotiations. The feedback we have received from our prior surveys, listening tours and InfoRep Program has guided us since the start of our negotiations.

*Now we are again encouraging your participation in our Flight Attendant Negotiations Survey III as we move into the next phase of our negotiations. We encourage all Members to take the survey today.*

The University of New Hampshire Survey Center developed this survey using prior surveys and best practice survey methods in order to ensure a statistically valid result. The University of New Hampshire Survey Center places a strong emphasis on ensuring that data is clear and concise. Our professionals will continue to work with us throughout this process of gathering your feedback.

We cannot overstate how valuable your opinions and participation are to us, nor how powerful it is at the bargaining table. When we stand united in support of our collective priorities we will accomplish our goal of an industry leading Contract – our Solidarity will lead us to our future success.

### UPCOMING NEGOTIATING SESSIONS


- October 10, 2023  
Chicago
  - Ongoing Exchange of Counterproposals
- October 24, 2023  
Washington, D.C.
  - Ongoing Exchange of Counterproposals
- November 14, 2023  
Washington, D.C.
  - Ongoing Exchange of Counterproposals
- November 28, 2023  
Chicago
  - Ongoing Exchange of Counterproposals
- December 5, 2023  
Washington, D.C.
  - Ongoing Exchange of Counterproposals

**Contract 2021 Flight Attendant Negotiations Survey III**

[TAKE SURVEY](#)

Give us your feedback!

**Q27** *Would you support or oppose United Airlines switching to a Preferential Bidding System?*

 [contract2021.org](http://contract2021.org)

## Whatever It Takes

On Wednesday, September 6th, the United MEC unanimously adopted a Resolution that lays the foundation to move our Contract negotiations forward with a goal of reaching an agreement within months, not years. United Flight Attendants are unified and ready to do “Whatever It Takes” to get a Contract that recognizes our contributions to the success of United Airlines.

WHEREAS, United Airlines Flight Attendants have saved the airline over and over again – through bankruptcy, consolidation, and a pandemic that created a crisis exponentially larger than all other crises combined in the 100 year history of aviation; and,

WHEREAS, never have we seen such a chaotic, ill-equipped, and entirely unsustainable operation over the summer of 2023 after clearly identifying the problems and solutions needed following operational meltdowns a year earlier; and,

WHEREAS, rather than excuses, we need solutions and an industry-leading contract that honors all of our time on the job in addition to more rest and flexibility that Flight Attendants control to do our jobs safely and enjoy a better quality of life; and,

WHEREAS, United management has had ample time and opportunity to address issues raised by Flight Attendants through contract negotiations and regular discussions over operational issues; and,

WHEREAS, time is up for United to make good on “good leads the way” with the contract improvements we have earned.

THEREFORE BE IT RESOLVED, the AFA-CWA United Master Executive Council calls on United management to immediately engage in discussions for a protocol on expedited negotiations with the goal of achieving a contract that Flight Attendants can ratify within the coming months, not years; and,

BE IT FURTHER RESOLVED, our union is prepared to press forward on these negotiations for near-term resolution and will redouble efforts to back up our Negotiating Committee with action, creative pressure tactics, federal mediation, and, if necessary, a strike vote and CHAOS™ preparations.

BE IT FINALLY RESOLVED, United Flight Attendants are unified and ready to do “Whatever It Takes.”

**Adopted unanimously on September 6, 2023**

## Stand Up! Enough Is Enough!

On Thursday, October 26th, we will hold another Systemwide Day of Action to further demonstrate our resolve in securing a Contract that achieves our collective priorities and is reflective of our contributions to the success of our airline.

Together we will demonstrate to management that we are tired of their delays in concluding these negotiations. Mark your calendars, tell your friends, and plan to join us on the informational picket line!



## Faces of Negotiations

**Faces of Negotiations**

This Contract is for ALL of us.

SCAN ME

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

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

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

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