


UNITED  AFA-CWA

# STRIKE VOTE GUIDE



UNITED AIRLINES   
FLIGHT ATTENDANTS

**PAY US  
OR  
CHAOS™**

Association of Flight Attendants-CWA, AFL-CIO  
 [UnitedAFA.org](http://UnitedAFA.org)

**CONTRACT2021.ORG**



# NEED TO KNOW

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## Important Strike Authorization Dates

Vote Opens - 8/01/24

Vote Closes - 8/28/24



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July 19, 2024

Dear Flying Partners,

We have been in mediation with the National Mediation Board for the last five months, working towards an industry-leading Contract that reflects your priorities. Despite our best efforts to secure timeline commitments from management to expedite mediation in September of last year, management has continued to slow walk and drag out these negotiations. Management continues to push incessant concessionary proposals. It is unacceptable. We refuse to allow their delay tactics to steal from the futures of Flight Attendants.

In April, the Master Executive Council comprised of our 14 locally elected Presidents took action and unanimously passed a resolution of support to Initiate Preparations for a Membership Strike Authorization Vote. Since this resolution passed we have been preparing to take action should management fail to move.

Flight Attendants are a force to be reckoned with. The time is now for us to show our collective power and stand strong in our Solidarity with a strike authorization vote. A strike authorization vote is a public and clear message to management of our commitment to do whatever it takes and is a necessary part of the process in reaching the industry-leading Contract we have earned.

This strike vote guide is your comprehensive resource designed to equip you with all the information you need to support your decision in casting your vote. It includes important dates, educational materials on our right to strike under the Railway Labor Act, and a step-by-step guide on how to vote. Additionally, you can find more detailed information about strike votes, the Railway Labor Act, and the negotiation process on [contract2021.org](http://contract2021.org).

Participating in the strike authorization vote is a pivotal moment that demands our collective involvement. Voting for CHAOS™/Strike authorization not only puts pressure on management but also serves as a powerful testament to our unwavering commitment to fight for what we rightfully deserve.

Our fight has been long and it has been hard but I know you are unwavering in your commitment to each other and will continue to show up and, when called upon, show management and the traveling public that we mean business. There is no challenge we cannot meet head-on together. With these next steps we will continue to prove our strength with our Solidarity.

Let your voice be heard. Make your vote count. Together we will achieve a better future with the Industry-Leading Contract we all deserve!

In Solidarity,

Ken Diaz, President  
United Master Executive Council  
AFA-CWA/AFL-CIO





# IMPORTANT DATES

**22**  
JULY

**VOTING CREDENTIALS MAILED**

**01**  
AUGUST

**VOTING OPENS - 12:00 PM EST**

**28**  
AUGUST

**VOTING CLOSES - 12:00 PM EST**



## IMPORTANT

**ONCE YOU HIT SUBMIT, YOUR VOTE IS CAST, AND IT CANNOT BE CHANGED.**







# WHAT ARE WE FIGHTING FOR?

*"United Flight Attendants have earned an industry-leading Contract based on Flight Attendant priorities and not management terms."*

-Ken Diaz, President

United Master Executive Council

**An Industry-Leading Contract**

**Pay for Our Time at Work**

**Increased Base Pay Rates, Retroactive to Amendable Date**

**Improved Work-Life Balance**

**Schedule Flexibility**

**Work Rule Improvements**

**Modern Reserve System**

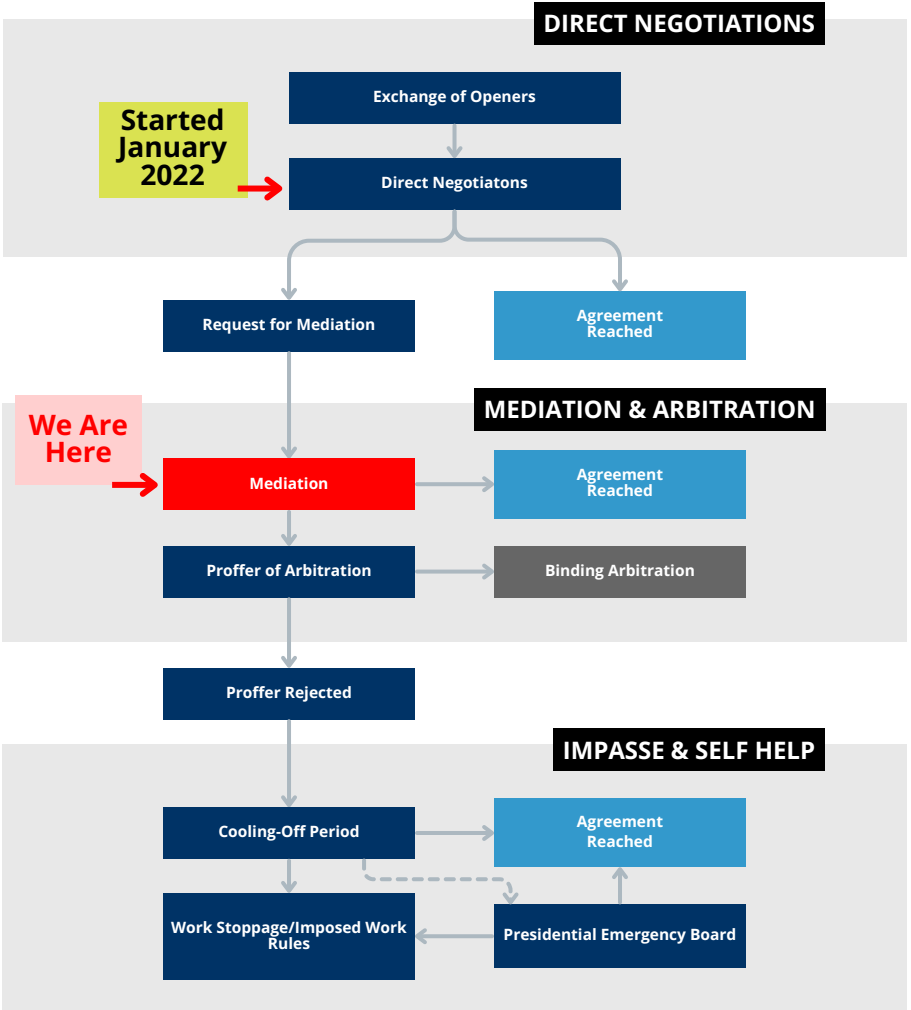
**Job Security**

**Healthcare Benefits**

**Secure Retirement**



# RAILWAY LABOR ACT







# RAILWAY LABOR ACT



## Direct Negotiations

The first step in the negotiations process is direct discussions between management and the Union.



## The Mediation Process

*Mediation & the National Mediation Board (NMB)*

When progress stalls, either the Union or management may file for mediation. AFA filed for mediation in December 2023 and our bargaining is currently in mediation.

The NMB is the federal agency that oversees our negotiations. Our assigned mediator establishes when and where the parties will meet and may recess a case from time to time if they deem appropriate.

**There is no time limit for the mediation process.** During mediation, we rely on our solidarity to put pressure on management and encourage progress. If management knows we are united, they will want to reach an agreement rather than deal with the consequences of not reaching an agreement.

When the NMB believes that the parties are at impasse, the Board makes a Proffer of Arbitration to the parties, proposing to resolve the remaining issues through binding arbitration.

If either side rejects the Proffer of Arbitration, the NMB releases the parties from mediation to a 30-day cooling off period—the countdown to Self Help: The ability to strike.





## Release to the 30 Day Cooling-Off Period

The 30-day cooling off period is designed to give the parties time to consider the consequences of failing to reach an agreement and to continue mediated negotiations.

**The end of the cooling off period is commonly referred to as the “strike deadline.”** The Self Help deadline provides a new incentive for the parties to reach an agreement. Both parties feel the pressure of Self Help: If they have not reached an agreement by the deadline, either party can begin Self Help.



## Presidential Emergency Board

At any time during the 30-day cooling off period, the NMB may notify the President of the United States that, in its judgment, an agreement cannot be reached and that a strike may threaten to substantially interrupt interstate commerce and transportation. The President may then interrupt the 30-day cooling off clock and appoint a Presidential Emergency Board (PEB). The PEB is a panel of arbitrators which has 30 days to conduct hearings with the parties. The PEB then issues a proposed settlement (in other words, what they think the contract should look like). If either party rejects the proposed settlement, the countdown clock continues.



## What is Self-Help?

**For the Union:** Self-Help means engaging in activities that may inflict economic harm on the company, up to and including CHAOS Striking.

**For the Company:** Self-Help includes the right to unilaterally impose their changes to our Contract, or to lock us out preventing us from coming to work.



# THE POWER OF A STRIKE VOTE



## AFA

On Feb. 13th, Alaska Airlines Flight Attendants, represented by AFA-CWA, voted 99.48% yes on strike authorization.

Alaska Flight Attendants' Contract became amendable in Dec. 2022. AFA filed for federal mediation with the NMB in Sept. 2023.

The pressure from the credible strike threat led to a tentative agreement on June 21, 2024.

## APFA

American Airlines Flight Attendants voted to authorize a strike with an overwhelming majority of 99.57% voting YES.

Their union, the Association of Professional Flight Attendants (APFA), has reported "that the solidarity and the credible strike threat from the membership has and continues to prompt real progress in these negotiations."

## TWU

In January of 2024 the Transport Workers Union (TWU) Local 556 announced that 98% of its members voted to authorize a strike, the first strike authorization in its history. The Union represents more than 21,000 Southwest Flight Attendants across 11 different bases.

In April of 2024, Members of TWU Local 556 ratified a Contract reached by their Union and Southwest.



# WHY CHAOS™ WORKS

**CHAOS™, Create Havoc Around Our System™, is AFA's trademarked strategy of intermittent strikes and other non-traditional work actions.**



**CHAOS™ works**

because it is creative, taking advantage of our strengths and management's weaknesses. CHAOS™ minimizes risk to Flight Attendants and maximizes impact on management.



**CHAOS™ works**

because it appeals directly to the passengers' self-interests. Passengers learn quickly from media coverage of CHAOS™ that their flight might not depart or it might not get them home. That element of surprise forces them to alter their travel plans once CHAOS™ begins.



**CHAOS™ works**

because of our solidarity and the support we receive from our Union and from our siblings throughout the labor movement.



**CHAOS™ works**

because it can be adapted to any situation. Intermittent strikes are just one form of CHAOS™. An all-out strike might work better in some situations. But CHAOS™ always brings an element of surprise that is not part of traditional strikes. That element of surprise makes it more powerful and keeps management from developing an effective strategy to counter CHAOS™.



# STRIKE AUTHORIZATION VOTE Q&A

**Q Why are we taking a strike authorization vote?**  
A strong strike vote sends a clear message that says we are committed to the fight for the Contract we deserve and have earned. The industry is in the strongest position in decades, and we deserve our share! We have fought at the negotiating table for the Contract that represents our value to United Airlines. We must demonstrate that United Flight Attendants stand in Solidarity and support the Negotiating Committee.

**Q Who Can Vote?**  
To be eligible to vote you must be:

- An active AFA member in good standing

**Q Am I eligible to vote while on probation?**  
New hires can vote after four full months of service from the date of graduation.

**Q By voting yes, does this mean I will be going on strike?**  
No. By voting to authorize a strike, you are backing up our priorities at the negotiating table and indicating you are willing to strike, if necessary.





## **Q Can someone see my vote?**

No. No one has access to how you voted. Once you have cast your ballot it is electronically sealed and cannot be connected to you. AFA uses a vendor that ensures your vote is secret and secure.

## **Q Can I change my vote if I already voted?**

No. Once you hit “submit,” your vote is cast, and it cannot be changed.

## **Q In the event of a strike, do probationary Flight Attendants need to be concerned?**

In the event of a strike, probationary Flight Attendants have the same legal rights as everyone else and the full protection of the Union. Management cannot discipline a Flight Attendant on probation for participating in a legal strike.

## **Q Can the company discipline Flight Attendants for striking?**

No. If management were to take action against any Flight Attendant for participating in CHAOS, AFA lawyers would immediately be in Federal Court seeking to enjoin management and pursue full backpay for the Flight Attendant(s).





# HOW TO SHOW YOUR SUPPORT

WEAR YOUR **RED** AFA PIN

WEAR YOUR **RED** LANYARD

TALK TO AN INFOREP

JOIN THE CONTRACT ACTION TEAM

VISIT OUR WEBSITE AND SIGN UP FOR THE LATEST NEGOTIATIONS INFORMATION



# WHATEVER IT TAKES!

# 2024 STRIKE VOTE VOTING STEPS



## STEPS TO VOTE BY INTERNET

Go to [afacwa.org/elections](https://afacwa.org/elections) and choose “Click Here to VOTE”

1. Enter your activation code
2. Write down your username
3. Create, confirm, and write down your password (8-digit numerical password)
4. Follow the prompts to cast your vote
5. Print your confirmation page or email

If you already activated your account for this ballot and have a username and password and need to complete your ballot:

1. Click “Already have an account.”
2. Enter your username and password and complete your ballot.

## ⓘ IMPORTANT VOTING NOTES

- Remember once your vote is cast, **you cannot change it**. Get all of your questions answered before you cast your vote.
- If you need a new Activation Code or technical assistance call the Voter Help Line at:  
1-844-232-2228 EXT 2
- The Voter Help Line is open Monday-Friday:  
9:30 am - 5:00 pm EST.

SCAN ME



For more information visit [Contract2021.org](https://Contract2021.org)