



Contract 2021 Negotiations News

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Issue 11



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



President Message

Flying Partners,

On August 28th, 2024, we announced a historic Strike Authorization Vote with a 99.99% YES in support of a Strike. As a result of the will of the Members and following our negotiations structure we formally transitioned our Negotiations Support Committee (NSC) to our Strike Preparedness Committee (SPC).

Since the results of our Strike Authorization Vote, our Negotiating Committee has continued to meet with our Mediator assigned by the National Mediation Board (NMB) and representatives from management. No progress has been made as we continue our fight for a Contract based on Flight Attendant priorities.

It remains abundantly clear that management continues to drag their feet in these negotiations. Their demands for concessions blatantly ignore the priorities United Flight Attendants have identified in these negotiations and highlight the extreme disconnect between their stated commitment to an industry-leading Contract and their proposals.

United Airlines is leading the industry in its financial position and continues to grow at an unprecedented rate thanks to the hard work of Flight Attendants. Management must deliver on a Contract that reflects our contributions to the success of our airline.

In our most recent session, AFA was asked to present our proposal on Base Pay Rates (Section 4-A.- 4-B.). We presented our proposal for an industry-leading pay rate above that which was



President Message (Continued)

ratified at American Airlines. Management rejected our proposal and countered by matching American Airlines pay rates with no ground pay proposal and no retroactive compensation included. Once again, management has failed at their own commitment that United Airlines Flight Attendants would be the highest paid in the industry.

As a Union, we have remained steadfast in our commitment to achieving an industry-leading Contract that will enhance our careers and future. Together, we have used our Solidarity to navigate these negotiations, and at this moment, we stand at a crossroads in our fight.

While management continues to push concessionary proposals, we stand firm in attaining our priorities and will not waver. Our determination to fight for our future takes grit, commitment, and G.U.T.S. We have paved the way for significant improvements to our careers and quality of life, and the time has come to face our challenges with unity. Are you prepared to gear up and take action?

In light of the current circumstances, I have directed our Strike Preparedness Committee and Communications Committee to begin Union-wide preparations to gear up to Strike. While we are not currently on strike, we must be prepared. The threat of an upcoming strike is more prevalent now than ever.

We will continue to follow the process of negotiations and use all provisions under the Railway Labor Act (RLA) to achieve the industry-leading Contract we have earned. Visit contract2021.org to review where we are in the negotiation process as we prepare for every possible outcome. Make sure you are subscribed to [Negotiations News](#) to be the first to receive updates about our next steps.

This fight is about more than an industry-leading Contract. It is about management finally making good on their commitment to our work group. We will hold management accountable and will achieve a Contract that repays the decades of sacrifice borne on the backs of Flight Attendants. We will not allow corporate greed to succeed.

It's time management prioritizes people over profit.

In Solidarity,



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

Negotiations Update

UPCOMING NEGOTIATING SESSIONS



Since our last update we have met twice with the Company. We continue to press for the improvements you have identified to us. At every turn, they continue to propose significant concessions from United Flight Attendants. We are not negotiating for concessions.

Session 11

September 12 - 13

Our eleventh mediation session was held in Detroit the week of September 9, 2024. The actual mediation dates were September 12th and 13th. The mediator had previously identified that this session to be focused on Benefits. The originally schedule session to discuss Section - 29 Benefits was in July. It was rescheduled for September 12th and 13th in Detroit.

Accordingly, we presented management with counter proposals on:

- Section 29 - Benefits

During the session in Detroit, we presented a comprehensive counter proposal on Section 29 that maintained our proposals on preserving high-quality medical plans that lock in cost-sharing at current levels and limiting future cost increases.

We continue to reject management’s proposals to worsen medical plan choices (eliminating the traditional medical PPO, maintaining the Sunset Clause, etc.) and shifting costs from United Airlines to individual Flight Attendants. Our proposals for a common retiree medical program that allows for the use of our Sick Leave Bank to pay for the coverage remain on the table.

There were intensive discussions on plan design proposals including our proposal to cover refractive eye surgery and fertility treatments. Cheiron, our medical plan and retirement benefits consultants, made a comprehensive presentation on fertility treatments and plan design.

Our counter proposals on retirement security included significant improvements for each of the defined contribution plans. Cheiron previously verified that our proposals maintain the proportionate contributions for the defined contributions plans established during the JCBA negotiations. Our proposal would maintain us at the top of the industry for defined contribution plans. All of our proposals were met with significant resistance by management.

During the course of this session we once again, rejected all of management’s concessionary proposals. Especially as it relates to the ‘indexing’ of plan costs that would significantly shift costs to Flight Attendants.

Prior to concluding our session in Detroit, the mediator instructed us to present our proposal on Section 4-A. Base Pay Rates at the next session. Originally, the mediator scheduled this to take place at the last session in October. As you recall, we made a comprehensive Section 4 - Compensation counter proposal in September of 2023 (Section 4-A rates were TBD).

The mediation session concluded with no new tentative agreements. Our next session was scheduled for the week of September 23rd in San Antonio.

Negotiations Update (Continued)

Session 12


September 24 - 26

Our twelfth mediation session was held in San Antonio the week of September 23, 2024. The actual mediation dates were September 24 - 26. The mediator had previously identified that we were to fill in our Section 4-A rates. Management was to present a counter proposal to our Section 29- Benefits proposal from the last session.

While typically base pay rates are one of the final items in negotiations, now that the balance of the industry has reached agreements (including one failed tentative agreement), at the last mediation session our mediator directed us to update our Section 4 - Compensation counter proposal from September of 2023 to include Base Pay Rates.

Working with our financial advisor, we presented Section 4-A. Base Pay Rates to place us at the top of the industry. Our proposal includes a 28% pay rate increase across all steps of the pay scale with an effective date of January 1, 2025. This effective date aligns with our goal of concluding these negotiations in the most expedient manner possible.

We proposed annual 4% increases in the out years with no determination on the duration of a new Contract.




BASE PAY RATES

DOS (January 1, 2025) Section 4-A. Base Pay Rates as proposed by AFA

Effective	Step	DOS
1st Year	1	\$36.97
2nd Year	2	\$39.22
3rd Year	3	\$41.73
4th Year	4	\$44.43
5th Year	5	\$48.96
6th Year	6	\$55.42
7th Year	7	\$61.96
8th Year	8	\$63.95
9th Year	9	\$65.72
10th Year	10	\$68.17
11th Year	11	\$70.05
12th Year	12	\$73.38
13th Year	13	\$85.90

Annual 4% increase in the out years with no determination on the duration of the new Contract.



INCENTIVE PAY RATES

DOS (January 1, 2025) Section 4-B. Incentive Pay Rates as proposed by AFA

Effective	Step	DOS
1st Year	1	\$41.97
2nd Year	2	\$44.22
3rd Year	3	\$46.73
4th Year	4	\$49.43
5th Year	5	\$53.96
6th Year	6	\$60.42
7th Year	7	\$66.96
8th Year	8	\$68.95
9th Year	9	\$70.72
10th Year	10	\$73.17
11th Year	11	\$75.05
12th Year	12	\$78.38
13th Year	13	\$90.90

Annual 4% increase in the out years with no determination on the duration of the new Contract.

Negotiations Update (Continued)

All other items in Section 4 - Compensation remain unchanged from our prior proposals including:

- Base Pay Rate increase retroactive to the amendable date
- Ground Time Pay
- Profit Sharing

Our proposal would place us at the top of the industry with our pay outpacing inflation since the amendable date.

During the session, management returned a counter proposal on Section 4 - Compensation. They proposed the new American Flight Attendant base pay rates which would provide on average a pay increase of 22.5% with no retro pay. They rejected our proposed Date of Signing of January 1, 2025.

Management maintained their proposals on a sub-standard profit-sharing program, BOOK rates for International Purser, Language Incentive Pay, and Reserve Overrides. There was some modest movement including an additional paid holiday, increased pay for drug & alcohol testing, and short crew pay.

This was the first Section 4 proposal from management that showed some small movement. Their last Section 4 - Compensation proposal was in September of 2022 when they proposed the Delta pay rates.

There is much more to be done in Section 4 and the balance of the Agreement in order for any tentative agreement to ratify.

This session was also expected to focus on Section 29 - Benefits. The agenda included management bringing a counter proposal to the table. Instead, we received no counter proposal from our last session where Section 29 - was discussed.

Our Benefits counter proposal maintained high quality medical plans that lock in cost sharing at current levels and limit future cost increases. Despite management not having their counter proposal we provided an analysis prepared by Cheiron related to our proposals from the session earlier this month on fertility treatment and refractive eye surgery.

As always, we show up ready to negotiate to reach agreements. We presented a comprehensive counter proposal in package form that included Section 8 - Reserve Scheduling Procedures. Our package included significant movement on our part to close out Section 8, while maintaining a focus on the industry standard of Reserve Availability Periods (RAPs). During the session there were actual discussions that could be characterized as productive - however, the talks collapsed once management insisted on a significant number of concessions in Sections 4, 5, 6 and 7. United is the last major carrier to have 24-hour Reserve availability, while others have successfully implemented Reserve Availability Periods with no adverse impact on the size of their Reserve population or the operation. While there are indications they are moving towards our proposals there remain significant obstacles to closing out this issue.

Our mediation session in San Antonio ended with no new tentative agreements. We would not agree to any of management's concessions.

There remains a significant amount of open issues and the mediator again reminded both parties to focus their efforts on reaching tentative agreements. As we have throughout the entirety of these negotiations, we fight hard at the table to advance Member priorities, reject management concessions, be responsive in turning proposals and look for opportunities on common ground, and reach tentative agreements.

Our next session is scheduled for the week of October 14th in Chicago. The mediator will contact us prior to that session for an agenda. The actual session dates are October 16th - 18th. We look forward to presenting

Negotiations Update (Continued)

an in-depth in person update at the Fall MEC Meeting on October 15th and following that meeting our next *On The Line* publication will be distributed.

We are working to narrow proposals and close out Sections in a tentative agreement. Again, we look forward to concluding these negotiations in the most expedient manner possible while rejecting concessions and advancing our proposals for a ratifiable tentative agreement. While management states they are interested in closing out these negotiations - their proposals do not reflect that sentiment.

Stay strong and focused as we fight to achieve industry-leading benefits, work rules, and compensation.

CHAOS IS COMING! - Willis Tower DOA RSVP



Join us on October 17th in Chicago, IL, for our Informational Picketing event at Willis Tower. It's time to show United management that we are ready to take decisive action to secure the industry-leading Contract we have earned.

This Day of Action will be historic! We are taking our fight directly to the front steps of United Airlines Headquarters, standing firm against their concessions and delays on our future. United Flight Attendants are ready for a Contract NOW!

As we gear up to demonstrate our powerful solidarity, we call on all Unions and organizations across the greater Chicago area to stand with us. Together, we can show real Union power. All are welcome and encouraged to attend as we join together as one.

Important Details:

- The Informational Picketing will be from 12:30 PM CT - 2:30 PM CT
- Picketing Location will be at Willis Tower - 233 S Wacker Dr, Chicago, IL 60606
- Transportation will be available by AFA-provided bus:
 - Busses will be leaving [Hyatt Rosemont](#) at 11:15 pm CT
 - Busses will leave Willis Tower at 2:30 pm CT
 - There will be two drop-off locations - The Hyatt Rosemont & ORD Airport
- If you are a Flight Attendant, Please wear your Uniform, Red pin, and no badge visible

[RSVP HERE](#) to join us on October 17th! Whether walking the line or joining us in solidarity in a virtual picket on social media, there are countless opportunities to make your voice heard!

Stay tuned for more details; if you have any questions on how to attend, please contact your Local Council for more information.

CHAOS™ Preparations - G.U.T.S. Gearing Up To Strike

As part of our preparation, we will be urging everyone to participate in signing up to be on the G.U.T.S. (gearing up to strike) list. This list is comprised of Flight Attendants who have committed to being the first called upon if and when it's time to strike – our front-line troops in the CHAOS™ strategy. We need these volunteers in order to target strikes and ensure maximum impact on the company effectively.

These volunteers will be the leaders of this effort, either striking the first targeted flights or acting as leaders when more and more flights are struck. But CHAOS™ is still a strike, so if we strike a flight, every Flight Attendant on that flight is expected to honor the strike just as if it were a traditional picket line. Until the company agrees to a Contract we can accept, CHAOS™ will continue to spread. We have said we might strike the whole system for half an hour, or a day, or a week. So, everyone needs to be ready to strike when called upon. We will use the G.U.T.S. list for strategic and tactical targeting of flights, but no one is exempt once the strikes begin.

The key to an effective strike and keeping our Solidarity is being prepared and educating ourselves on how we instill change. When we stand together, we win! Signing up for the G.U.T.S. list is confidential and ensures you are at the forefront of this movement to help us all secure an industry-leading Contract.

More education and information about the G.U.T.S. list will be available soon. Stay tuned and stay involved as we roll out the next phase in our negotiation process.

****Please keep in mind that although we have overwhelmingly voted 99.99% to authorize a strike, we are not currently on strike. Flight Attendants are not allowed to strike or engage in CHAOS™ strike activity until we have been authorized by the National Mediation Board after a period of federal mediation and the conclusion of a thirty-day cooling-off period.****



Join the Contract Action Team (CAT)



During Contract negotiations, we all have a part to play in achieving the success of an industry-leading Contract. Taking an active role in our negotiations means being an integral part of building and securing our future.

We are escalating our fight for a Contract and building momentum across our entire workgroup taking our collective advocacy to the next level.

[Join the Contract Action Team \(CAT\)](#) to work alongside InfoReps and play a crucial role in our mobilizing efforts. As a Contract Action Team member, your actions will help build our solidarity and power, and circumvent management efforts to undercut our negotiations.

Every member has the opportunity and ability to help speed up the momentum of negotiations and be a part of the red-hot solidarity that will motivate management to get the job done.

Industry News

Negotiations do not happen in a vacuum. The status of the industry as a whole, along with current or new contracts that are ratified, has a direct impact on the success of our negotiations. Understanding where other workgroups and Flight Attendants stand in their negotiations paints a very clear picture of the priorities of management throughout the industry.

Our Solidarity within the labor community and our coalition with other Unions on and off the property allow us to support improvements across the industry to ratify an industry-leading contract.

American Airlines Flight Attendants

On September 12th, APFA released an [update](#) on their negotiations, stating that they have ratified their Tentative Agreement. In their update, they said, “With 95% of eligible Flight Attendants voting, 87% of American Airlines Flight Attendants voted YES to ratify the 2024 agreement. This agreement would not have been possible without 28,000 American Airlines Flight Attendants speaking with one voice and standing solidly behind our negotiating committee. Thank you.”



APFA thanked the countless other Labor Unions, including AFA-CWA Flight Attendants for their Solidarity and support along the process to their final TA.

In the above statement, they concluded, “We ratified a contract with no concessions and successfully preserved and improved upon industry-leading pay protections, rescheduling and reserve rules, and many other work rules management tried to take back.”

Alaska Airlines Flight Attendants

The voting period for a Tentative Agreement at Alaska concluded on August 14, 2024, members of AFA Alaska [voted against](#) the ratification of the 2024 Tentative Agreement (TA).

After the announcement that the TA was not ratified, AFA Alaska informed its members of an outline for how they would move forward, which included “creating and sending a survey to Members, analyzing survey results and drafting revised proposals, presenting the revised proposals to the MEC for feedback and approval, requesting additional Mediation dates with management and the mediator from the National Mediation Board (NMB), exchanging the revised proposals with management, engaging in Negotiations/Mediation with the intent of reaching a second TA, and scheduling additional Mobilization efforts...”

“September 17th’s [announcement](#) of the final regulatory approval and subsequent financial closing of the merger of Alaska Airlines and Hawaiian Airlines mark important milestones. As per Section X [Merger Policy and Related Employee Protective Provisions] of the AFA-CWA Constitution & Bylaws (C&B), the AFA Alaska

Industry News (Continued)

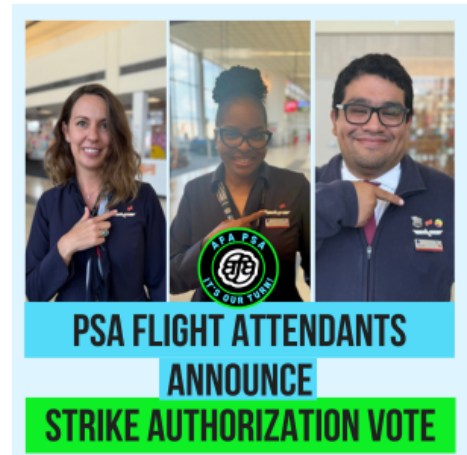
Master Executive Council (MEC) will now begin the process of electing Members in good standing to serve on the Seniority Merger Integration Committee and Joint Negotiating Committee (JNC).

A [statement](#) from AFA Alaska noted, “Though the MEC is starting the process of electing members for the Joint Negotiating Committee and Seniority Merger Integration Committee, our immediate focus remains on returning to the negotiation table to achieve a second tentative agreement. Our AFA Alaska Negotiating Committee is preparing an opening proposal based on the TA2 survey results.”

PSA Flight Attendants

Flight Attendants at American wholly-owned PSA Airlines, represented by the Association of Flight Attendants-CWA (AFA-CWA), voted 99.2% to authorize a strike, announced on September 17th. The results come after months of insulting proposals from PSA management during contract negotiations.

“Our 99.2% vote shows PSA and American management that we will do whatever it takes to get the contract we have earned,” said Lee Wilkes, president of the PSA chapter of AFA-CWA representing over 1,300 PSA Airlines Flight Attendants. “We can’t afford to wait any longer. We’ll be back at the table next week with a message for management: it’s time to Pay Us or CHAOS™. PSA Flight Attendants need improvements now!”



PSA Flight Attendants are fighting for double-digit base pay increases, increased pay for time at work including boarding, sick leave, work rule improvements, and more. PSA Flight Attendants filed for federal

mediation in January. Management finally returned an economic proposal—after stalling for seven months—with insulting base wage increases that fall far short of the cost of living and increases at mainline carriers.

Negotiations are scheduled to resume next week with oversight from the National Mediation Board. Strike vote ballots were sent to over 1,300 Flight Attendants, with the vote opening August 21, 2024 and closing on September 17, 2024. Significantly, 86.5% cast a strike ballot.

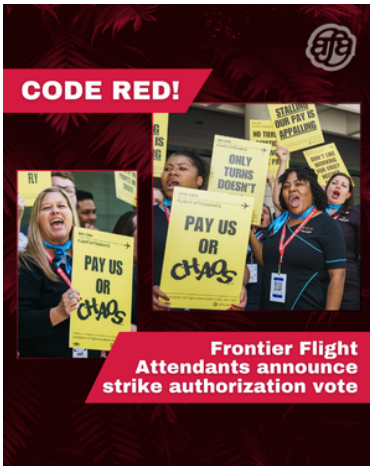
Read more about the PSA Strike Authorization results and negotiations in the statement from AFA-CWA [here](#).

Frontier Airlines Flight Attendants

On September 18th it was announced that Flight Attendants at Frontier Airlines, represented by the Association of Flight Attendants-CWA (AFA), voted 99.6% to authorize a strike with 92.7% participating. The results come as management refuses to negotiate over the impact of the carrier’s business model change. Frontier management has a legal obligation to bargain over that impact, separate and distinct from their

Industry News (Continued)

obligation to engage in regular contract negotiations, yet they continue to refuse to bargain or even engage in mediation through the National Mediation Board.



“Frontier Flight Attendants are struggling to earn a living because of management’s new ‘out-and-back’ model. The impact of this change has turned our lives and our paychecks upside down,” said Jennifer Sala, AFA Frontier President. “The harm is real and happening right now. We’re ready to do whatever it takes to bring management to the table.”

AFA International President Sara Nelson [stated](#), “Frontier management is putting their ‘cost savings’ plan on Flight Attendants’ backs. It’s a gross example of corporate greed that devalues the contributions of these Flight Attendants to the airline and creates incredible instability for the people who make Frontier fly. Frontier must negotiate to reflect the impact of their completely new business model.”

Machinists at Boeing

Our Union siblings at IAM District 751, who represent the Boeing Machinists currently on Strike, have given daily updates on their progress in their negotiations with Boeing management. IAM Lodge 751 started their strike at midnight on September 12th, over two weeks ago.

On September 25th, IAM 751 updated their members, stating, “On Friday, September 27, 2024, your Union Negotiating Committee, and the Boeing Company will meet with the Federal Mediation and Conciliation Services (FMCS) to continue mediated negotiations. The Union is ready for this opportunity to bring forward

the issues that members have identified as critical to reaching an agreement. We know that the only way to resolve this strike is through negotiations.

The company's latest offer didn't meet the needs of our members. That message came through loud and clear in our latest survey. After a decade of hard work and sacrifice to keep Boeing flying high, the company's leadership rewarded themselves with record bonuses, while the workers who built those planes and carried the company through its darkest times, struggled to make ends meet.

The men and women who keep Boeing's assembly lines moving and ensure quality and safety at every step deserve more than token gestures. They deserve a contract that reflects their worth - one that secures their livelihoods and their future. It's time for Boeing to step up, recognize who has kept this company afloat, and offer a contract worthy of that effort and sacrifice.

The time for real change is now - for Boeing to make things right for its workforce.”

For the most up-to-date information from the Local 751 Strike frontlines, visit their [website](#) with daily updates.

