



NEGOTIATIONS UPDATE

February 28, 2025

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Federal mediation continued this week in Chicago from Monday, February 24th, through Thursday, February 27th. At this week's session, discussions focused on Section 3 - General, Section 5 - Expenses, Transportation & Lodging, and Section 29 - Benefits.

On Monday and part of Tuesday, the discussions focussed on the Benefits section, which includes our health care and retirement provisions as well as other benefits and insurance provisions. Your AFA Negotiating Committee was joined by our outside consulting firm, who specializes in health and retirement issues.

As we have previously reported, this is one of the sections where we have been fighting concessions, including management's proposal to eliminate the Traditional PPO plan as well as other proposals that would worsen our health care benefits. Thanks to all who have participated in our picketing events and other solidarity actions, the "*No Concessions*" message is getting through. Late this week, management pulled their concessions in Benefits.

In addition to beating back concessions, we are fighting for improvements so we continue to negotiate over this section. A major unresolved issue in health care is our proposal to add fertility treatment options to our health care plan. More and more states are requiring this benefit and we believe it should be available to all Flight Attendants.

This section also includes our retirement provisions, which we negotiated over issues of retiree health, as well as our defined contribution plan provisions. The company is proposing the current book, which has a combined company direct



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and match up to a total of 8%. Your committee, however, is seeking a higher company contribution. This important issue will be carried over to the final economic bargaining.

We also discussed Section 3 - General and Section 5 - Expenses, Transportation & Lodging. Section 3 is a “catch all” section of the agreement which includes many important topics. We were able to narrow the issues in this section but did not reach a tentative agreement as we continue our fight for improved onboard crew rest provisions. This section will be tabled to be discussed in the final economic bargaining.

Section 5 - Expenses, Transportation and Lodging includes important areas such as per diem, crew meals, and hotels. Per diem will be discussed as part of the final discussion. Open issues include the per diem rate and what areas are paid at the domestic rate versus international rate. We are proposing that outside the continental U.S., we receive *international* per diem, and management is proposing current book.

When discussing crew meals, we were able to secure language improving crew meal selection for Flight Attendants. Hotel provisions is another area of great concern for Members. Much of the week was spent discussing issues related to the selection process, including location and hotel criteria. While we did not conclude this section, we were able to secure improvements and narrow it down to just a couple of open items.

Overall, we continued making progress during this session by locking in improvements and setting us up for the next stage of bargaining. Our next mediated session will be in two weeks, on March 10th-13th, where we will focus on the Scheduling, Reserve, and Hours of Service sections, which contain many of our core work rules. We are seeking quality of life improvements and are prepared for tough bargaining. Once we work through the last sections, we will enter the final stage of negotiations. This includes economic bargaining and any remaining unresolved issues.

At this final stage, it is important to keep up the pressure. Our collective efforts are having an effect. We must continue to turn up the pressure and show management that we are united and engaged.



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Join us in demonstrating our solidarity on March 19th during our Day of Action, as we call on management to take the remaining concessions off the table and present a Tentative Agreement that we can ratify!

In Solidarity,

Your Negotiating Committee
Ken Diaz, MEC President
Melinda Beal, Council 63 President
Chris Bruton, Council 9 President
Randy Hatfield, Council 22 President





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Upcoming Sessions

- March 10, 2025

Negotiations to Date

- Total of Mediated Sessions = 17
 - Total Sections Closed (TA) = 19
 - Sections Open = 15
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