



Negotiations & You

Opening Proposal Negotiations Roadshow



Spring 2009

April 6, 2009

Ladies and Gentlemen:

Today is full of hope and excitement for our future. After all the challenges we've faced together today marks a decidedly different course full of promise and potential. Our time to fight for the Contract that reflects the work we do at United Airlines is here. Your Negotiating Committee met with United management today to exchange Opening Proposals and begin our Railway Labor Act (RLA) Section 6 negotiations. We took your mandate to the negotiating table.

It has been 13 years since our last RLA Section 6 negotiations. Since that time we've gone from 26,000 among our ranks to 16,000, largely as a result of higher line averages, outsourced flying to United's Star Alliance and Express carriers and productivity changes to our Contract during bankruptcy. One-third of our flying partners were not here the last time we negotiated for improvements. Our success depends upon your desire to achieve our collective Contract goals.

Our Negotiating Committee used the survey results, direct feedback from you, our AFA Committees and direction from your Local Presidents to write our Opening Proposal. Our Opener directly reflects the items you identified as a priority. On our website is our Opening Proposal unanimously approved by your Local Presidents who make up the United Master Executive Council.

Throughout the process of collecting your feedback, pay was clearly identified as our number one priority in these negotiations. Compensation is normally the last item on the table during negotiations and we will stand together to substantially increase our pay. You'll notice that an exact percentage is not delineated in our Opening Proposal – and we make it clear that we expect United Flight Attendants to lead the industry in hourly rates of pay. In addition to a significant improvement to our pay schedule, a single pay scale with an extension in longevity raises marks a transformational step forward for our community. It will dramatically change the way we bid and will mitigate the need for commuting.

Our proposal contains improved quality of work life provisions such as shorter duty days and longer legal rests to address the numerous concerns identified in fatigue studies. We are seeking enhanced flexibility for all Flight Attendants and the elimination of onerous restrictions on Flight Attendants with a purser qualification. We are proposing innovative provisions designed to improve efficiencies in the operation, including incentives for United to construct realistic IDs and protections for Flight Attendants when reassigned and drafted. We are seeking fundamental changes to our Reserve system that will dramatically change the quality of work life for Flight Attendants with increased schedule and financial control. Our proposal delineates numerous other long-sought Contractual enhancements.

We look forward to seeing you once again at an upcoming roadshow where we can discuss our collective Contract goals. The roadshow schedule is included on the back of this mailing and was posted on our website in early March. Check our website regularly for the latest negotiations updates.

Only twice before in twenty-five years have we had the opportunity to negotiate for improvements. We will do whatever it takes to achieve an on-time agreement that meets the needs of United Flight Attendants. You are our inspiration and together we will rebuild and advance our career.

In Solidarity,

Greg Davidowitch, President
United Master Executive Council

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



www.unitedafa.org



Summary of Our Opening Proposal – April 6, 2009

This is a summary of our Opening Proposal. The Sections and Page Numbers listed relate to the improvements contained within the full 148 page Opening Proposal, our starting position, for Railway Labor Act Section 6 negotiations. The full text of our Opening Proposal is available at www.unitedafa.org. Attend a roadshow and/or contact your Local Council with any questions.

Compensation & Expenses

Our AFA Opener contains significant improvements in the area of compensation throughout the proposal. While these improvements have been clearly delineated in various applicable Sections of the Opener, the only specific provisions that we have expressed in conceptual terms only relate to our hourly rates of pay.

For Sections 5.A.1 and 5.A.2, our Opener reads:

5.A.1. and A.2. Substantially increase wages at rates to be discussed.

The modifications to Sections 5.A.1. and 5.A.2. of the Agreement will bring United Flight Attendants' wages in line with industry leaders and will recognize their valuable contribution to the Company. The modifications will put in place extensions to the longevity schedule and achieve a merged pay scale.

Negotiations do not occur in a vacuum. Some of our fellow Flight Attendants at other airlines, whose wages are above ours, may reach agreements to increase their rates of pay further before the conclusion of our negotiations. We will ensure that at the conclusion of our negotiations we stand as a leader in industry wages. Our proposal includes merging domestic and international into one pay scale and longevity pay step increases beyond the current 14 years.

Your demands for increased compensation have translated into proposals for increases in various pay factors that affect our daily work life: per diem, increased duty time pay, cab reimbursements, premium, understaffing, and training are a few examples of such improvements.

Contractual Improvement	Opener Section	Page Number
• Substantial wage increases	5.A.1.-2.	20
• Single Pay Scale: merge domestic & international over time	5.A.1.	20
• Pay scale extended	5.A.1.-2.	20
• Increase per diem to \$3/hour	6.A.1.	26
• Increase premium pay (purser, language, LIP) & aft purser position paid same as purser	5.B.1., 5.O., 12.D.4.	20, 24, 62–64
• Increase understaffing from \$5/hour to \$10/hour	5.H.	21
• Increase night pay from \$.35/hour to \$.50/hour	5.I.	22
• Increase pay for duty time from 1-for-2 to 1-for-1.2	8.A.1.-2.	35
• Ground Pay – all from check-in to debriefing, excluding actual flight time, paid at one half hourly rate of pay	5.R.	25
• Flight time pay for training	15.A.	79
• Increase parking reimbursement to \$100/month	6.D.1.	28
• Actual expense reimbursement for cab, etc.	6.C.2.	27
• Increase holidays from 5 to 10	2.Q.1.a.-g.	5-7
• Decrease cost of healthcare	33	109-120
• Crew meals & water on every flight / ability to take off airplane	6.A.2, 12.F.2.	26, 67
• Variable pay – Double pay for drafting & reassignment	8, 9, 12	35-50 & 61-75
• Eliminate taxes & fees for CJA	4.R.4.	15

Vacation

The Proposal increases the number of Vacation Days, and also establishes Vacation Pay as the greater of the trips dropped or 5 hours per day for all Flight Attendants.

Contractual Improvement	Opener Section	Page Number
• Increase vacation days	18.B.	82
• Vacation pay for the greater of trips missed or 5 hours/day	18.K.	83
• Reserves paid for every vacation day at 5 hours/day	18.K.	83
• Vacation donation program to assist fellow flying partners who are ill.	Letter of Agreement	148

Scheduling Improvements

This area of the Opener provides opportunities for changes that bring real quality of life improvements. The Proposal contains reductions to maximum times on duty and an increase in legal rest both on layover and at home. We have addressed the disruption in our daily lives by giving us the absolute ability to decline 8.J/12.I. reassignments. If you do not decline the reassignments, we propose double pay which encourages the company to run an efficient operation.

The proposal includes changes that would improve the process for trades with Open Flying by allowing Flight Attendants to indicate preferences and not just ID numbers. Trades with Open Flying would otherwise continue to be awarded twice during the day as they are today, except for a window of time when trades would be instantaneous.

We propose removing restrictions associated with the purser program to improve flexibility and pay options for all Flight Attendants flying purser. All Flight Attendants working the Purser position will receive Purser pay.

Contractual Improvement	Opener Section	Page Number
• Increase staffing / minimum bid positions	9.C.1.	39
• Line guarantee reassignments return within 6 hours of original arrival (Section 8.J.)	8.J., 12.I.2.	36, 68-69
• Increased legal rest, shorten duty days	7.I.4.a., 7.I.5., 7.J.1.a., 12.M.1.-2.	31-32, 69, 70, 71
• Free from contact provision for all Flight Attendants	7.L.	34
• Efficiency incentive - Double pay for all reassignments & drafting	8, 9, 12	35-50 & 61-75
• Improve trade w/ Open Flying process, unlimited trades, limited instant trade concept	9.G.4.	44-45, 146
• Improve crew rest and new inflight rest	7.J.7., 7.M., 12.M.5.a.(2)	33, 34, 71
• Removing restrictions to purser program to improve flexibility and pay options for all Flight Attendants flying purser	9.P.	50
• Two-class airplanes confirmed deadhead seat in Economy Plus	11.B.1.	60
• Three-class airplanes book in First if Business is full, then Economy Plus	11.B.2-3	60
• Night-into-Day schedule provisions included in the Contract	7.N.	34
• Lower line averages from 84 to 79 hours/month	9.A.3.	38
• Company provides active assistance in acquiring VISAs/residency/work permits	12.C.3., 22.L.3., 22.M.	61, 92

Protections

Under our proposal, management would be required to pay a penalty for violation of the Contract. The Flight Attendant involved would receive penalty pay.

<i>Contractual Improvement</i>	<i>Opener Section</i>	<i>Page Number</i>
• Penalty pay for Contract violations	5.Q.	25
• All conversations recorded between crew desk and Flight Attendants	4.AA.	18

Reserve Improvements

Reserve changes seek to provide greater control over schedule and pay, and make Reserve a desirable option. Our Opener proposes increasing Reserve Guarantee to 90 hours/month, raising the reserve override to \$5/hour and setting minimum days off at 12 for the 30 day month and 13 for a 31 day month. Under the proposed changes, Reserve lines would be built with a range of days off per month and associated guarantee – but no Flight Attendant would be forced into a line with a lower guarantee than 90 hours. New provisions would allow Reserves to preference assignments, the ability to trade those assignments with other Reserves, Lineholders and Open Flying. The proposal would limit the number of conversions to Ready or Standby assignments to 3 times a month.

<i>Contractual Improvement</i>	<i>Opener Section</i>	<i>Page Number</i>
• Increase guarantee to 90 hours/month	5.D.	21
• Reserve daily rate increased	8.O.	37
• Increase override to \$5/hour	5.E.	21
• Increase Reserve days off: <ul style="list-style-type: none">- minimum of 12 for 30-day month- minimum of 13 for 31-day month- option for up to 18 days off	7.G.1.b. 10.D.1.a.(1) 10.D.1.a.(1) 10.D.1.a (2)	29, 56
• 14 hour rest at home & 18 hours before working all-nighters	7.J.1.a., 10.D.3.a.	32, 57
• Expanded trading & trading with Lineholders	10.D.4.-5.	57-59
• Preferencing for assignments	10.C.4-5., 10.C.8.	52-53, 54-55
• Limits on number of conversions per month	10.C.6.	53
• Limits on number of standby assignments per month	10.C.9.	55
• Double pay for working into days off in lineholder month	5.E.2., 10.L.	21, 59
• No blocking in, no second assignment	10.C.14.	56

Hotel Improvements

We are proposing the requirement of “key in hand” at the hotel for layovers as part of our efforts to improve rest. Downtown hotels would be for layovers over 15 hours.

<i>Contractual Improvement</i>	<i>Opener Section</i>	<i>Page Number</i>
• Layover tied to “key in hand”	7.J.1.b., 7.J.1.c., 12.M.1.a.	33, 69-70
• 15 hours for downtown layovers	6.B.5.	26
• The company shall not use any union disapproved hotels	6.B.9.	27
• Complimentary internet access in the hotel room	Letter of Agreement	142

Healthcare Improvements

Our Opener proposes to improve the quality of our healthcare benefits, lower our premium payments and deductibles. We have incorporated a revised chart that updates and improves our Health and Wellness options to reflect our more current needs. For example, we propose preventive healthcare such as the HPV vaccine, the Shingles vaccine, and increases in the frequency for mammograms, physical and vision examinations.

Our proposal includes increasing sick leave accrual to six hours per month with no maximum on the numbers of hours a Flight Attendant can accumulate in her/his sick bank.

(Continued on next page)

Healthcare Contractual Improvement		Opener Section	Page Number
• Lower premiums		33	109-120
• Caps on premiums		33	109-120
• Lower costs and expanded international prescription drug coverage		33.A.3.l.	111
• Added frequency & options for Health & Wellness		33 - Charts	118-120
• Coordination of Benefits (to work with other healthcare benefits)		33.A.3.v., 33.B.5.	112, 115
• Sick leave accrual increase to 6 hours/month		19.A.1.	84
• Ability to use sick leave for the care of a member of immediate family.		19.B.1	86
• Extended maternity/adoption/paternity time		23.D.2., 23.G.1.&2.	93-94
• Medical Leave of Absence extended from 3 to 7 years		23.C.	93
• Coverage for all vaccinations recommended by CDC & WHO		33.A.3.j.(4)	111
• Mental health covered at 80/20		33.A.3.p.(1)	112
• Improved life insurance		33.F.2.	116
• Short Term Disability		33.H.	116
Occupational Benefits			
In the area of Occupational Benefits, Flight Attendants injured while working will be placed on a six month salary continuance. We've included provisions to improve the administrative and reimbursement process.			
Contractual Improvement		Opener Section	Page Number
• Salary continuance for 6 months		19.A.7.a.	85
• Pay from the first day		19.A.7.b.	85
• Improve administrative process		19.A.8.	85
Retirement Improvements			
To address the retirement concerns we heard frequently during the roadshows, we are proposing to lower the retirement age to age 50 and increase both 401(k) Company Direct Contribution and Match to 6%. The Opener includes improvements to Retirees' Medical Benefits and will institute Retiree Dental and Vision Benefits. Upon retirement Flight Attendants would be paid for unused sick leave hours.			
Contractual Improvement		Opener Section	Page Number
• Retirement age lowered to age 50		33.A.3.v.(1)a.	112
• Company direct contribution doubled to 6%		34.B.5.a.(1)	121
• Company match contribution doubled to 6%		34.B.7.	121
• New 401(k) investment options		34.B.11.d.-f.	122
• Lower healthcare premiums and improved prescription drug program		33.A.3.v.3.	113
• Ability to cash out sick leave		19.A.1.	84
• Add retiree dental & vision		33.B.3., 33.K.	114, 117
Job Security			
• Consolidation Protection		Letter of Agreement	140
Representation			
Our proposal would modify the current Attendance Program to allow for "point" reduction for perfect attendance for a calendar quarter and/or year, and would eliminate the imposition of "points" for an Occupational Injury.			
• Increase information sharing for safety		31.A., G.	104, 105
• Increase company paid Flight Pay Loss to better protect Flight Attendants		3.R.	10
• Improvements to Attendance Program		Letter of Agreement	125
Safety			
• Cabin air quality		31.G.	106
• Fatigue protections		31.I.	106
• Communicable Disease protections		31.J.	107
• Pesticide protections		31.K.	107

Negotiations & You: Opening Proposal Roadshow



Chicago

April 13th @ 10 am
Hyatt Regency Hotel
9300 Bryn Mawr Avenue
Rosemont, IL 60018
847 696 1234

Frankfurt

April 14th @ 3 pm
Frankfurt Marriott
Hamburger Allee 2
Frankfurt
Hesse 60486 Germany
49 69 7955 0

London

April 15th @ 3 pm
Bulstrode Pub
55 Lampton Road
Hounslow, Middlesex
TW3 1JG
0871 917 0007

Washington DC

April 16th @ 3 pm
Marriott Dulles Airport
45020 Aviation Drive
Dulles, VA 20166
703 471 9500

Hong Kong

April 20th @ 3 pm
Amici's Sports Bar
1/F, 81-85 Lockhart Road
Wan Chai, Hong Kong
852 2866 1918

Tokyo / Narita

April 22nd @ 9 am
Narita Excel Tokyu
Oyama Narita, 31
Chiba Pref. Narita, Japan
+81 476 33 0109

Honolulu

April 23rd @ 11 am
Ala Moana
410 Atkinson Drive
Honolulu, HI 96814
808 955 4811

Los Angeles

April 25th @ 10 am
LAX Airport Marriott
5855 W Century Blvd
Los Angeles, CA 90045
310 641 5700

Seattle

April 27th @ 10 am
Doubletree Hotel - SEA
18740 International Blvd
Seattle, WA 98188
206 246 8600

Denver

April 28th @ 10 am
DEN Marriott at Gateway Park
16455 E. 40th Circle
Aurora, CO 80011
303 371 4333

Las Vegas

April 29th @ 10 am
Westin Casuarina
160 East Flamingo Road
Las Vegas, NV 89109
702 836 5900

San Francisco

April 30th @ 1 pm
Doubletree Hotel – SFO
835 Airport Blvd
Burlingame, CA 94080
650 344 5500

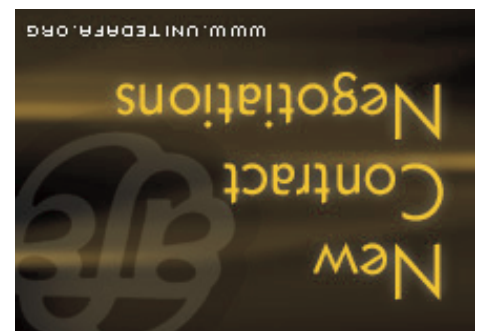
Boston

May 2nd @ 10 am
Hyatt Harborside
101 Harborside Drive
Boston, MA 02128
617 568 1234

New York

May 3rd @ 1 pm
Hotel Pennsylvania
401 Seventh Avenue
New York, NY 10001
212 736 5000

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



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ASSOCIATION OF FLIGHT ATTENDANTS CWA, AFL-CIO



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