



# Negotiations & You

Negotiations: Standing Strong



Fall 2010

November 5, 2010

Ladies and Gentlemen:

Our negotiations for improvements are well underway and we remain focused on the priorities you have set for us and are standing firm at the negotiating table focused on the issues you continue to identify as important in a new Contract. Compensation, benefits and work rules are all important components of a Flight Attendant Contract – they are not mutually exclusive.

A great deal has transpired since our last Negotiations & You Newsletter in August. The corporate merger with Continental Airlines went forward as expected on October 1, 2010 creating a landscape for the world's largest airline, if management can bring all the pieces together successfully. A large amount of work is ahead for management if they wish to expediently accomplish a successful integration and an operational merger.

Just over a month into the merger, we have yet to see any changes towards more meaningful negotiations at the table. We have made it clear that management has a very short window of opportunity to seize upon the goodwill associated with this merger and begin to build the trust of Flight Attendants; goodwill they desperately need to achieve all they claim to want from the merger. Recently your Local Council Presidents met with the new United executives who expressed a desire to work together. New management has the opportunity to show us that they mean what they say; and we are committed to working with them to set our airline right, starting with our Contract.

One item that remains clear as a priority for all of us is increasing pay. During the Fall Meeting of the United Master Executive Council (MEC), your Local Council Leadership adopted a resolution to detail our compensation proposal in line with the priorities identified by you for industry-leading compensation. This means a single pay scale and extending the longevity step increases.

Generally compensation is brought into negotiations near the end of the process as one of the last items to be decided upon. However, while unconventional at this stage, we will bring a compensation proposal to the negotiating table during our next mediation session. To date management has failed to present a proposal on compensation or recognize the value you bring to our airline. You deserve better. You deserve better than industry-average pay. You deserve total compensation that leads the industry and our Negotiating Committee is now working to detail that compensation in our proposals.

United management continues their delay tactics and has yet to provide us with numerous revised proposals and the content of their proposals we do have are unacceptable. Flight Attendants deserve better than the concessionary proposals presented by management. Managements stall tactics are infuriating and especially galling in light of the sustained and recent profits for United Airlines and the perpetual executive compensation increases. While it's true that we have been waiting far too long to conclude these negotiations, after all that we have been through, we deserve better than an agreement reached on management's terms.

Despite the complication of our negotiations being conducted against the backdrop of the merger, we remain committed to an industry-leading Contract. Recognize that management will try to exploit the National Mediation Board (NMB) representation election process as another excuse for delaying negotiations and as a means to try to pit us against each other. It is clear that a representation election will have to be concluded before management will negotiate seriously for the Contract you want. We look forward to welcoming Continental Flight Attendants to our community and we encourage them to join our discussions. We have always done better as a Union by inviting new ideas and honoring difference of opinions. We will always do better when we stand together.

Now, more than ever, our Solidarity is critical and will lead us to our future success. There can be no doubt in management's mind about who they are negotiating with. Bear in mind frustrations will continue to rise until management begins to negotiate seriously – we cannot and will not abandon your priorities in favor of an agreement on management terms. That is exactly what management wants – to wear us down and turn frustration into bad decision-making. The result would be disastrous – an agreement we would regret for years.

This is a time of great opportunity for our future. We stand to make great improvements for our careers, and certainly, Flight Attendants deserve so much better than what our experience is today. Our airline is poised for success and we play an extraordinary role in that. Let us recognize that the airline is only as successful as the quality of life it can produce for the people who make the airline fly. The Contractual improvements we stand ready to gain will be a true measure of our airline's success.

In Solidarity,

Greg Davidowitch, President  
United Master Executive Council

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



[www.unitedafa.org](http://www.unitedafa.org)



## RLA Section 6 Contract Negotiations – Mediation Process

We have been in mediation since August 7, 2009. The National Mediation Board (NMB) is overseeing our negotiations and the mediator, **Mr. John Livingood, may determine when and where we meet for mediation sessions along with the agenda for the mediation session.** This does not mean the parties are banned from meeting outside mediation, although management continues to refuse to accept AFA's offer to meet any time – 7 days a week, 24 hours a day – to discuss the issues Flight Attendants have determined are important.

**Our next mediation session is schedule for the week of November 15.**

**There are 16 Sections of our Contract that we have yet to receive complete or new proposals from management. They are:**

- 1 – Recognition
- 2 – Definitions
- 3 – Union Activity
- 4 – General
- 5 – Compensation
- 6 – Expenses, Transportation and Lodging (partial)
- 10 – Reserve Scheduling Procedures
- 12 – International Operation
- 13 – Military Airlift Command
- 16 – Uniforms
- 26 – Grievance Procedures
- 30 – Union Security
- 31 – Safety, Health and Security
- 33 – Benefits
- 34 – Retirement
- 35 – Duration

The Railway Labor Act that governs the negotiations process can progress very slowly, as everyone currently in negotiations throughout the industry can attest. From the beginning we knew that negotiations take on average about two years, and oftentimes longer. You have just to look at the Flight Attendant negotiations taking place at American Airlines and elsewhere in the industry to see it's not an expedient process. What is good is that we are afforded a "preview" of the negotiations process and the involvement of the NMB under the Railway Labor Act following the steps in the Section 6 negotiations process and the obstacles to be surmounted along the way.

Flight Attendants at American have been in negotiations just over one and a half years longer than we have, and we have stood beside each other at our respective picket lines in Solidarity. Frustrated with the lack of progress last spring, APFA requested release from negotiations by the NMB and were instructed to continue negotiating and wait until after September. That meeting was cancelled by the mediator overseeing their case, and was rescheduled for October. After months of waiting, APFA was able to present their view to two high level officials from the NMB, again requesting release from negotiations. Although the officials lacked the authority to grant the release themselves, they did agree to take the request before the full NMB Board and make a recommendation. What that recommendation would be, they didn't say. While the delays and cancellations are frustrating, APFA is advancing through the process the way the RLA dictates it should. The full NMB will now hear their case and make a determination. The Board could direct both parties to resume negotiations if they feel an impasse has not yet been reached and if the two sides are continuing to make progress. If, however, the NMB decides to release APFA from negotiations this would trigger the 30-day cooling off period – following which either party can seek "self help," which in the case of the Flight Attendants includes the authority to legally strike.

We have seen management act very quickly to negotiate when they so chose. The merger agreement between United and Continental Airlines happened in a few scant weeks, a fraction of the time we've been in Section 6 Negotiations. When management has wanted antitrust immunity for a joint venture or approval from the Departments of Justice or Transportation, they are motivated to get the deal done quickly and efficiently. Management has the ability to deal quickly, but unfortunately only when it leads to an outcome they desire. On the flip side, when it comes to improvements to our Contract however, management chooses instead to dig in their heels, drag their feet and make the process as slow and laborious as possible. Every day beyond the amendable date of our Contract, we continue to work under imposed concessions, and is another day too long.

On October 1 the transactional merger between United and Continental was completed. Beginning on this day our "new" management has an opportunity to change the direction of our negotiations. The merger offers an opportunity to change the culture of our airline from a decade of acrimony to one of harmony. Nothing would engender the goodwill of Flight Attendants more than a quick and resolute conclusion to our Section 6 Negotiations.

Management still has the opportunity to take this path, but has not yet taken this action. For now, they continue along a path of creating dissention and misdirection among our ranks, and attempt to segregate us not only from each other, but from our flying partners at Continental as well. There is no mistake, management is trying to wear us down, tire us out and erode our resolve in hopes that we will accept less, much less than what we deserve. They are banking on this gambit and hoping to run down our clock in an attempt to demoralize us. That won't happen. The merger process impacts the landscape of our negotiations, but it does nothing to change our resolve. We have earned improvements to pay, benefits and working conditions. We will continue to work with our advisors to create opportunities and capitalize on this merger to gain momentum in every way we can.

Each of us is critical in the process to keeping our negotiations moving forward. Through our Membership Mobilization efforts, by talking amongst each other, by spreading the word of the FANN and by engaging our flying partners in debate and discussing the facts we grow stronger. By dispelling rumors and focusing on the facts and what is important to us we defy managements attempt to weaken us. While the Section 6 process indeed may be slow, and is often frustrating, it is the definitive path to achieve a Contract we can be proud of.

<i>Negotiations-to-Date</i>	
<b>Exchange of Openers</b>	April 6, 2009
<b>Joint Petition for Mediation</b>	August 7, 2009
<b>Total Direct Negotiations Sessions Held</b> (including joint mediation)	27
<b>Joint Mediation Negotiation Sessions Held</b>	12
<b>Closed Sections</b> (T.A. Reached)	7
<b>Open Sections</b> (No T.A. Reached)	28
<b>Months in Section 6 Negotiations</b>	20
<b>Total Days of Face to Face Negotiations</b>	78

### Contract Sections Discussed during Mediation since the August Negotiations & You Update

No new Tentative Agreements have been agreed to by Management since the last update in August. A small number of issues have achieved some agreement; however we still do not have proposals from management on 16 open Sections, including a proposal for Section 5 – Compensation for which management has not yet submitted any proposal whatsoever. We care currently missing revised or have incomplete revised proposals on Sections: 1, 2, 3, 4, 6, 10, 12, 13, 16, 26, 30, 31, 33, 34 & 35. Management continues to present "Continental Contract Models" in their proposals that take the Continental Contract as a foundation, but how these models would actually be applied at United becomes a concessionary story veiled in productivity and flexibility (to management).

Mediation Session Weeks	Contract Section(s) / Topics
August 23, 2010	<ul style="list-style-type: none"> <li>• 15 – Training and Meetings</li> <li>• 17 – Seniority</li> <li>• 21 – Reduction in Personnel</li> <li>• 22 – Filling of Vacancies</li> <li>• 23 – Leaves of Absence</li> <li>• 24 – Moving Expenses</li> </ul>
September 06, 2010	<ul style="list-style-type: none"> <li>• 7 – Hours of Service and Contractual Legalities</li> <li>• 8 – Minimum Pay and Credit</li> <li>• 9 – Flight Assignments and Scheduling Procedures</li> </ul>
October 4, 2010	<ul style="list-style-type: none"> <li>• 8 – Minim Pay and Credit</li> <li>• 9 – Flight Assignments and Scheduling Procedures</li> </ul>
Next Mediation Session	Contract Section(s) / Topics
November 15, 2010	<ul style="list-style-type: none"> <li>• 10 – Reserve Scheduling Procedures</li> <li>• 12 – International Operation</li> </ul>

## A New Membership Survey

At the Fall MEC Meeting two weeks ago, your Local Presidents resolved to conduct a new negotiations survey to once again collect your priorities for our Railway Labor Act Section 6 negotiations for improvements.

As we have throughout the Section 6 process, we continue to ask for your feedback to establish and affirm the priorities of our negotiations. The input you provide us through surveys, by attending Local Council meetings, participating in polls and talking with your elected Leadership provide our Negotiating Committee with the tools necessary to pursue the improvements you identify as priorities.

Every Member will once more have the opportunity to provide guidance to our Negotiating Committee through this next electronic survey. We will collect your feedback during the same time the Negotiating Committee will be available to discuss negotiations in person at the Town Hall meetings scheduled throughout the system over the next three months. We encourage all Members to take the opportunity to attend one of these meetings and continue to provide feedback to your Local Council or through the Flight Attendant Negotiations Network (FANN) structure.

Every Member will once more have the opportunity to provide guidance to our Negotiating Committee through this next electronic survey. We will collect your feedback during the same time the Negotiating Committee will be available to discuss negotiations in person at the Town Hall meetings scheduled throughout the system over the next three months. We encourage all Members to take the opportunity to attend one of these meetings and continue to provide feedback to your Local Council or through the Flight Attendant Negotiations Network (FANN) structure.

## Continental Flight Attendants Reject Tentative Agreement

Two weeks ago Flight Attendants at Continental, represented by the Machinists, failed to ratify a Tentative Agreement presented to them by their Union. The overwhelming message from the Flight Attendants was that the Tentative Agreement failed to address their priorities in their negotiations and fell short of the Contractual improvements they felt were important.

The Tentative Agreement contained modest pay increases, but failed to achieve significant improvements to other critical Contractual areas that protect rest, scheduling, work rules, and benefits. Flight Attendants at Continental echoed the message we've been saying all along – There is more to a good Contract than just pay.

Many Flight Attendants at Continental managed to cast their “no” votes to the Tentative Agreement despite an arduous process that required them to vote in person at designated locations instead of electronically or over the phone in the way we are accustomed to. The lack of basic understanding of the realities of a Flight Attendant's work schedule certainly impacted their Members ability to vote. Imagine trying to get yourself to your domicile to vote on a Tentative Agreement at United if you were a commuter on days off, on vacation, resting at home from an illness or taking care of a family member.

The Machinists have told their Membership they intend to survey to figure out what their Flight Attendants want in their next Tentative Agreement; a process we at AFA have done consistently throughout our negotiations and are preparing to do again in a few weeks. The Machinists negotiating team will now return to the negotiating table to try and get it right this time, despite claims they made prior to the vote that this was a take-it-or-leave-it deal. Our sisters and brothers at Continental have made their voice heard and are demanding better from their negotiations and have refused to allow the bar for a new Contract to be set to a lower standard.

*As part of our ongoing commitment to soliciting your feedback to affirm the priorities in our negotiations we will be conducting another Membership survey in the next few weeks. As we have throughout the negotiations process, we will continue to listen to you and direct our efforts to the priorities you establish and regularly report back to you on our progress.*

## A Strong Voice for Our Profession

Our Negotiating Committee and representatives of our United MEC are currently traveling to each Local Council to conduct Town Hall meetings. The meetings will provide an update on the status of our Section 6 Negotiations and the mediation process under the Railway Labor Act, along with information about the merger and what it means for United Flight Attendants. We will discuss Union Representation, Seniority Integration, bringing the best of both pre-merger Contracts into a single Contract and the timeline expected for the operational integration. Throughout every step of our negotiations process we have asked for your feedback through surveys, roadshows and Local Council meetings and reported back to you on our progress. Attend a meeting and take part in our future.



## Status of Negotiations - Comparison of Proposals

November 5, 2010

On April 6, 2009 we presented a 148-page Opening Proposal of the Contractual improvements you determined were our priorities through Member negotiations surveys, discussions at the Roadshow in the fall of 2008, feedback to your Local Council and direct interaction with our Negotiating Committee. On the same day management presented a 4-page letter of generalities with concessionary verbiage in reference to pay, healthcare, work rules, job security and quality of work life.

After 79 weeks of negotiations management continues to present proposals in bits and pieces. We had completed a review of all Sections of the Contract and management has reviewed 34 of 35 Sections of our Collective Bargaining Agreement. Since June 2010, management has indicated their intent to revise a number of proposals, many of which we have yet to receive. Management has yet to submit **any** proposal on Section 5 – Compensation. We are currently missing revised or have incomplete revised proposals on Sections: 1, 2, 3, 4, 6, 10, 12, 13, 16, 26, 30, 31, 33, 34 & 35.

The following is a summary reminder of our proposal set in contrast to the proposals made by management to this point. This is just a summary, and may not include full review of our collective goals as contained in our 148-page Opening Proposal. View our Opening Proposal document and video anytime at [www.unitedafa.org/contract/negotiations](http://www.unitedafa.org/contract/negotiations).

Each Section of the Contract will achieve a “T.A.” or “tentative agreement” between the parties prior to a final agreement. Sections tentatively agreed (T.A.) upon are not final until a final agreement has been reached. A Tentative Agreement must be ratified by AFA Members in order to take effect.

Red = Updated changes from August 05, 2010

Book = Current Contract

<b>Section 1 – Recognition</b>		<b>Section 2 – Definitions</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase holidays</li> <li>• Same day reassignment (“fake 3-day” fix)</li> <li>• EWR/JFK/LGA Co-Terminals (Agreed)</li> <li>• Domestic Partner Definition</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• EWR/JFK/LGA Co-Terminals (Agreed)</li> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 3 - Union Activity</b>		<b>Section 4 – General</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase FPL</li> <li>• Union office space</li> <li>• No use of disapproved hotels</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase PTO</li> <li>• No fee for CJA</li> <li>• Reciprocal Cabin Seat Agreements</li> <li>• Recording of Crew Desk</li> <li>• International domiciles direct deposit</li> <li>• International On-Board rest facilities improvement</li> <li>• Signature required mail</li> <li>• Current book for \$50 minimum reimbursement check (Agreed)</li> <li>• Reciprocal Cabin Seats (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate PTO</li> <li>• Current book for \$50 minimum reimbursement check (Agreed)</li> <li>• Eliminate inspection process and crew lounge standards</li> <li>• Reciprocal Cabin Seats (Agreed)</li> <li>• <b>No revised complete proposal</b></li> </ul>
<b>Section 5 – Compensation</b>		<b>Section 6 - Expenses, Transportation &amp; Lodging</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase pay</li> <li>• Increase Reserve guarantee and override</li> <li>• Merged pay scale</li> <li>• Longevity</li> <li>• Drafting pay</li> <li>• Penalty pay</li> <li>• New “ground pay”</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No proposal</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase expenses</li> <li>• Greater of \$40 or 40% of cost of room for not using layover hotel (counter-proposal)</li> <li>• Downtown for layovers over 15 hours</li> <li>• Increase crew meals</li> <li>• Actual reimbursement for cab or transportation</li> <li>• Increase parking reimbursements</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• \$20 payment for not using layover hotel</li> <li>• No Downtown layover requirement</li> <li>• Eliminate crew meals</li> <li>• Eliminate ability for self help if room not ready</li> <li>• Eliminate restriction on no credit card required to check-in</li> <li>• Hotel room for sits over 5 hours or 4 hours if between 2100 and 0559</li> <li>• <b>Incomplete revised proposal</b></li> </ul>

<b>Section 7 - Hours of Service &amp; Contractual Legalities</b>		<b>Section 8 - Minimum Pay and Credit</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase RSV # of days off</li> <li>• Shorten duty day</li> <li>• Increase legal rest</li> <li>• Improve crew rest</li> <li>• Key-in-hand</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate Quarter System</li> <li>• Eliminate rest provisions: <ul style="list-style-type: none"> <li>• 8-in-24</li> <li>• 30-in-7</li> <li>• 1-in-7</li> </ul> </li> <li>• Extend Maximum Duty Time to <b>16 hours</b>, or more when last segment is Deadhead</li> <li>• Reduce Legal Rest to <b>8:45</b> hrs actual on layover</li> <li>• Weaken the limitations on Night-Into-Day Flying</li> <li>• <b>Reduce LH minimum days off to 8, RSV to 10</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increased duty rigs</li> <li>• 8.J. reassignments</li> <li>• Drafting pay</li> <li>• Increase call out pay</li> <li>• Full pay for holding</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate minimum duty rigs (5/10/15/20)</li> <li>• Reduce trip rig – time away from home (1 for 4) only when ID has pre-scheduled layover of 29 hours</li> <li>• <b>Holding time paid after 30 minutes. Eliminate limit on max holding</b></li> <li>• <b>Expand reassignment and drafting criteria and eliminate Order of Assignment</b></li> </ul>
<b>Section 9 - Flight Assignments &amp; Scheduling Procedures</b>		<b>Section 10 – Reserve Scheduling Procedures</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase staffing</li> <li>• Reassignment pay</li> <li>• Trip trading improvements</li> <li>• Lower line averages</li> <li>• No conversion from DHD for service enhancement</li> <li>• Eliminate required purser qualification for domestic</li> <li>• Limited critical coverage provisions (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>Increase max line value Dom: 95:15 Intl: 99:54</b></li> <li>• <b>Eliminate minimum bid positions</b></li> <li>• Restrict # of buddy bids</li> <li>• Prevent trades that lower lines below <b>40</b> hours</li> <li>• Mix Intl and Dom IDs</li> <li>• Limited critical coverage provisions (Agreed)</li> <li>• <b>Expand definition of domestic</b></li> <li>• <b>No Contractual bidding procedures and timeline - company can modify unilaterally as a matter of company policy</b></li> <li>• <b>Eliminate minimum guaranteed trades with open flying &amp; trades will be denied if Crew Desk determines RSV coverage is insufficient</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Improve Reserve Scheduling procedures - preferencing</li> <li>• Improve Reserve trading procedures</li> <li>• No more than 3 conversions to Ready per month</li> <li>• No more than 3 STBY assignments per month</li> <li>• Increase Reserve days off</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 11 – Deadheading</b>		<b>Section 12 – International</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Seating assignments and upgrade procedures</li> <li>• Economy Plus and exit row seat booking for Economy</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Full pay and <b>no credit</b> for DHD</li> <li>• Booked in Economy for all DHD. Exit row and seat assignment priorities</li> <li>• Upgrade per “Chain of Command”: Captain, then pilots, next Purser, and lastly, other Flight Attendants in seniority order</li> <li>• No drinking while DHD at any time</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Reassignment &amp; drafting pay</li> <li>• Reduce duty day</li> <li>• Increase legal rest</li> <li>• West Coast and Hawaiian turn restrictions</li> <li>• Eliminate selection and increase Purser Training</li> <li>• Purser discretion for Onboard rest</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 13 - Military Airlift Command</b>		<b>Section 14 - Temporary Duty Assignment (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	

<b>Section 15 - Training and Meetings</b>		<b>Section 16 – Uniforms</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Full pay for training and travel</li> <li>• Pay greater of trip(s) dropped, 5 hours or 1 for 1.2</li> <li>• AFA approved hotel</li> <li>• Ability to trade even if not bid</li> <li>• Increase IST Training</li> <li>• Home study paid at the greater of 1 hour or 1 for 1.2</li> <li>• Travel to training in the form of an ID</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate 3-hour min pay guarantee</li> <li>• Paid at 2:30 hours</li> <li>• <b>1-hour pay for home study regardless of length</b></li> <li>• Eliminate restriction on training at night <b>and length of training</b></li> <li>• Eliminate 1-in-7 protection</li> <li>• <b>Must trade or drop conflict or removed without pay</b></li> <li>• <b>Must attend RET on must go month or subject to discipline</b></li> <li>• <b>Space available travel when returning from training unless flying the next day</b></li> <li>• <b>Travel to training in the form of an ID</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• No advertising on uniforms</li> <li>• Clarify uniform points (Agreed)</li> <li>• Clarify replacement due to wool allergies (Agreed)</li> <li>• Limited exception to distinctly different uniforms (Agreed)</li> <li>• Make winter coat part of basic uniform (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Clarify uniform points (Agreed)</li> <li>• Clarify replacement due to wool allergies (Agreed)</li> <li>• Limited exception to distinctly different uniforms (Agreed)</li> <li>• Make winter coat part of basic uniform (Agreed)</li> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 17 – Seniority</b>		<b>Section 18 – Vacations</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• 6 year accrual while on Medical Leave of Absence</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>Flight Attendants who transfer to Onboard Management to retain and accrue seniority indefinitely</b></li> <li>• <b>Increase probation period to 8 months</b></li> <li>• <b>Flight Attendants on special assignment or who transfer to positions in Onboard accrue seniority indefinitely</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase vacation days for under 5 years and over 30 years</li> <li>• <b>4:00/5:00 per vacation day based on increased flying levels</b></li> <li>• Vacation work through</li> <li>• Increase allocation for interim bids</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Max 37 paid days – reduce accrual based on min flying levels, 7 unpaid days</li> <li>• 3:15 per vacation day</li> <li>• Eliminate interim bid process</li> <li>• Eliminate vacation pay advance</li> <li>• Maximum 5 splits</li> <li>• Vacation fly through</li> <li>• Eliminate vacation buy back</li> <li>• Eliminate DAT</li> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 19 - Sick Leave</b>		<b>Section 20 - Physical Examinations (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase monthly sick leave accrual to 5/6 hours based on increased flying levels</li> <li>• Occupational bank</li> <li>• Long term bank</li> <li>• Rapid re-accrual</li> <li>• Direct deposit for Occupational reimbursement</li> <li>• Cash out of sick leave bank at retirement</li> <li>• Use of sick leave for family member</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Sick leave accrual to 4 hours decreased based on minimum flying</li> <li>• Occupational bank rapid depletion</li> <li>• Catastrophic bank</li> <li>• Rapid re-accrual</li> <li>• No sick leave accrual on sick leave status</li> <li>• Use of sick leave for spouse and children</li> <li>• Reduce use of sick leave pay to supplement Occupational benefits</li> <li>• Sick leave make up within same month</li> <li>• Monthly sick leave and occupational pay capped at 83 hours</li> <li>• <b>After 91 days, placed on LOA and must pay for benefits</b></li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	

<b>Section 21 - Reduction in Personnel</b>		<b>Section 22 - Filling of Vacancies</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>Clarify Probationaries' ability to participate in Voluntary Furlough</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Flight Attendants to pay full cost of benefits while on voluntary furlough</li> <li>Furlough by domicile - may displace junior Flight Attendant in other location</li> <li>No specific length of time when awarded voluntary furlough. Terminated if not recalled within 5 years</li> <li>Flight Attendants on special assignment not subject to furlough</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>Right of return to closed domiciles</li> <li>Right of return for surplus</li> <li>Ability to transfer while on leave</li> <li>Secure visas for Intl Domicile closure</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Eliminate hotel for new hires or for newly established domiciles</li> <li>Eliminate annual BP-3 for Intl Domiciles</li> <li>Eliminate COMAT allowance</li> <li>Settling time to be taken within a month of transfer</li> <li>Inability to transfer if on LOW 4 discipline level</li> <li>New hires may transfer before incumbent Flight Attendants</li> <li>Ability to force transfer to international location</li> </ul>
<b>Section 23 - Leaves of Absence</b>		<b>Section 24 - Moving Expenses</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>Medical Leave of Absence increase to 6 years</li> <li>Increase maternity, paternity, adoption leave to 180 days</li> <li>FMLA improvements</li> <li>Ability to be awarded new leave from leave status</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Medical LOA maximum of the shorter of 6 years of time in service</li> <li>Educational seniority accrual reduced from 270 days to 90 days</li> <li>Reduce ability to fly until 31st week of pregnancy to 27th week</li> <li>Eliminate maternity leave extension for the health of the newborn child</li> <li>Maternity leave extension up to 12 month. Seniority accrual stops the later of 8 weeks after delivery or after 90 days on leave</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>Expanded language</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Eliminate moving expenses for new domiciles</li> <li>Reduce reimbursement for moving expenses from actual to \$500 maximum without receipts of \$10,000 with receipts for moving at company request</li> <li>Flight Attendants excluded from moving expenses policy extended to other employee groups and management</li> </ul>
<b>Section 25 - Personnel File (T.A.)</b>		<b>Section 26 - Grievance Procedures</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>All complaint letters/inflight observations removed after 12 months</li> <li>Extend time to place reports in Flight Attendants' Personnel File by 6 days after receipt at domicile</li> </ul>		<b>AFA</b> <ul style="list-style-type: none"> <li>Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>No revised proposal</li> </ul>
<b>Section 27 - System Board of Adjustment (T.A.)</b>		<b>Section 28 - Missing, Internment, Prisoner of War Benefits</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>Provision to ensure 80 days of System Board are used</li> </ul>		<ul style="list-style-type: none"> <li>Book</li> </ul>	
<b>Section 29 - Worker's Compensation Benefits (T.A.)</b>		<b>Section 30- Union Security</b>	
<ul style="list-style-type: none"> <li>Book</li> </ul>		<b>AFA</b> <ul style="list-style-type: none"> <li>Clarify dues collection</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>No revised proposal</li> </ul>
<b>Section 31 - Safety and Health and Security</b>		<b>Section 32 - Savings Clause (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>Fatigue protection</li> <li>Pesticide protection</li> <li>Communicable Disease Policy (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Communicable Disease Policy (Agreed)</li> <li>No revised proposal</li> </ul>	<ul style="list-style-type: none"> <li>Book</li> </ul>	



ASSOCIATION OF FLIGHT ATTENDANTS CWA, AFL-CIO

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# Negotiations: Standing Strong

## A Strong Voice for Our Profession Town Hall 2010 Schedule:

	<b>Washington, D.C.</b> Nov. 12, 10 am – 2 pm <b>Marriot Dulles Airport</b> 45020 Aviation Drive Dulles, VA 20166 703 471 9500	<b>Las Vegas</b> Nov. 30, 10 am – 2 pm <b>Westin Casuarina</b> 160 East Flamingo Road Las Vegas, NV 89109 702 836 5900
	<b>San Francisco</b> Dec. 1, 10 am – 2 pm <b>Doubletree Hotel – Airport</b> 835 Airport Blvd Burlingame, CA 94080 650 344 5500	<b>Honolulu</b> Dec. 2, 10 am – 2 pm <b>Ala Moana</b> 410 Atkinson Drive Honolulu, HI 96814 808 955 4811

Meetings in Seattle, Los Angeles, Denver and Chicago were held at the beginning of November. Once we have our January mediation schedule from the mediator meetings will be scheduled for Frankfurt, Hong Kong, New York, London & Narita. Check [www.unitedafa.org](http://www.unitedafa.org) for the latest meeting.

<b>Section 33 – Benefits</b>		<b>Section 34 – Retirement</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Premiums lowered &amp; capped</li> <li>• Coordination of benefits</li> <li>• Improve prescription drug program</li> <li>• Modernize health and wellness charts</li> <li>• Short term disability</li> <li>• Lower retirement age to 50</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase direct contribution and match to 401(k) or equivalent</li> <li>• Roth IRA</li> <li>• Annuity feature</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• <b>No revised proposal</b></li> </ul>
<b>Section 35 - Duration (and Letters of Agreement)</b> <i>Letters on which we have reached Tentative Agreement=Current Book</i>		<b>Hotel Standards</b>	
<ul style="list-style-type: none"> <li>• AFA Staff Travel</li> <li>• Commuter Policy/Personal Emergency</li> <li>• Donation Check-Off Procedures</li> <li>• Extended Duty Time International</li> <li>• Low Cost Operation</li> <li>• Non-U.S. Tax Deferral</li> <li>• Recognition of International Domicile Issues</li> <li>• Safe Airlines</li> <li>• 747 Dumbwaiter</li> <li>• Taking Tickets Off Aircraft</li> <li>• Wage Garnishment</li> </ul>	<ul style="list-style-type: none"> <li>• Commuter Policy</li> <li>• Distribution Agreement (Equity)</li> <li>• Duty Free Commission</li> <li>• Duty Free Employee Discount</li> <li>• International Flying Distribution</li> <li>• Onboard Research</li> <li>• Reserve Pagors</li> <li>• Resignation Special Pass Benefit</li> <li>• Special Assignment Calculation</li> <li>• Training Jumbo Qualification</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Incorporate into Agreement</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate Hotel standards including safety, amenities, food and all required standards</li> <li>• Eliminate all Union involvement</li> </ul>
		<b>Qualified Purser Program (Sections 9 &amp; 12)</b>	
		<b>AFA</b> <ul style="list-style-type: none"> <li>• Eliminate qualified Domestic Purser</li> <li>• Purser training in system seniority 6 times per year</li> <li>• Eliminate selection process</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Restrict Purser schedule flexibility</li> <li>• Increased requirements to maintain qualifications</li> <li>• Training at company discretion</li> <li>• Company can disqualify at will – no grievance process</li> <li>• <b>Incomplete revised proposal</b></li> </ul>