



June 23, 2015

**SUBJECT: An Update from the Seniority Merger Integration Committee**

Dear United Flight Attendants:

First and foremost, we are Flight Attendants. We are representatives from each of our pre-merger airlines. Together, we serve as your Seniority Merger Integration Committee (SMIC). The AFA-CWA Constitution and Bylaws (C&B), which is also reinforced by U.S. law, provides clear instruction on our role and authority in merging the three seniority lists to be implemented at the point of a ratified, single Flight Attendant contract at United Airlines. As your representatives for seniority integration, we are honored and privileged to work together on a process that is part of bringing us all together at United Airlines.

On February 12 and 13 of this year we began our work with training on our AFA merger policy, U.S. law and our responsibilities as members of the SMIC. The training was conducted at our International Office in Washington, DC and included instruction from an outside attorney who is recognized throughout the country as an expert in the law governing seniority integration and the Railway Labor Act.

Since February, we have met extensively as a complete committee several times in Washington DC, as well as on conference calls. Each pre-merger seniority list has been researched so that we could send a verification letter, dated April 15, to each United Flight Attendant. In response, we received 1,412 letters from the 20,000 that received a letter.

Our research and discussions identified several points that we think deserve further explanation. In this letter, you will find explanations of the merger process as well as the pertinent C&B requirements. We hope you find these informative.

As we have moved through this monumental undertaking, it has been a high priority to ensure the outcome will be fair, simple and easy to understand for all 20,000-plus United Flight Attendants.

In solidarity,

Lisa Bronte, Pre-Merger CAL	Debbie Bau Pre-Merger CAL	Ray Leon Guerrero Pre-Merger CMI	Jack Hegg Pre-Merger CMI	April Moss Pre-Merger UAL	Tony Wetterer Pre-Merger UAL

Association of Flight Attendants – CWA, AFL-CIO  
 Seniority Merger Integration Committee  
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Seniority Integration Committee Role and Responsibility	AFA Seniority Integration Policy Applies to Combined Group
<p>The SMIC is responsible for:</p> <ol style="list-style-type: none"> <li>1. compiling the necessary employment data for all Flight Attendants from their respective airlines; and</li> <li>2. working as a full committee to compile a single Flight Attendant seniority list.</li> </ol> <p>The SMIC is charged with resolving only two items:</p> <ol style="list-style-type: none"> <li>1. determining any necessary adjustment for initial training days in an effort to provide consistent treatment for seniority application during initial Flight Attendant training based on data acquired; and</li> <li>2. determining a consistent methodology for integrating same day seniority dates.</li> </ol> <p><i>In every case, per Section X.C.3.c. of the C&amp;B “the relative position of the flight attendants on their respective seniority lists shall be maintained and the merger representatives shall not have the authority to alter the relative position of any flight attendant to others on her/his own list for any reason.” In other words, the existing order or placement on each respective list must remain the same, i.e., no one “leap-frogs” over another.</i></p>	<p>When our United merger was completed on paper, the issue of representation was still to be decided. Therefore, the AFA International President, at the time put the seniority integration process on hold. The process was restarted in February in order to have a combined list prior to the date targeted for reaching a tentative agreement for a combined contract. Of course, even though the SMIC will complete the seniority integration work prior to the end of negotiations, management will not receive the merged list for implementation prior to Flight Attendant ratification of the contract.</p>
<p><b>Date-of-Hire Principle, Bidding Seniority Actual</b></p> <p>Section X.C.2.a. of the C&amp;B ensures that, “...the ‘seniority date’ of a flight attendant shall be the date from which each flight attendant accrues competitive (bidding) seniority as a flight attendant as of the date of the merger agreement between the affected airlines.” The term “date-of-hire” is common terminology among Flight Attendants and is the principle contained within the C&amp;B. This term describes our principle but not the actual wording that refers to bidding seniority.</p>	<p><b>AFA Seniority Integration Policy Applies to Prior Integrations and Contractual Requirements</b></p> <p>The SMIC may not alter former seniority integrations. There have been court awards, arbitrated decisions and settlements that have determined seniority dates and established the relative order of Flight Attendants at all three subsidiaries. These prior rulings and decisions are binding upon the Union, so we are not empowered to make changes to these seniority dates.</p> <p>Additionally, we must follow the terms of the contracts. Twice a year, the seniority section of each contract provides an opportunity to challenge the seniority list should there be a discrepancy in placement on each individual seniority list. The AFA Seniority Merger Integration Process does not provide for adjustments to seniority dates that should otherwise be handled through a grievance.</p> <p>In fact, the C&amp;B strictly prohibits changes, other than to adjust for initial Flight Attendant training. Section X.C.3.c. of the C&amp;B states, “the only adjustment to seniority date as defined in Section C.2.a., being reconciliation of differences in policies on the respective carriers relating to seniority accrual for training days so that each flight attendant on the merged seniority list receives credit for her/his training days.”</p>

## AFA Seniority Integration Policy Used in Each Mega-Merger

In both the Delta and American mergers, AFA's merger policy set the standard for Flight Attendant seniority integration. At Delta, management knew that Flight Attendants would have one more big reason to vote for a union unless management provided the same seniority security that AFA's policy would provide. The Northwest and Delta lists were integrated according to AFA's seniority integration principle. (See previous section on Date of Hire.)

AFA had the cleanest seniority list in the industry at US Airways, where many mergers took place based on AFA's seniority integration principle. Further, our union had gained seniority protections under the law. In the American merger, APFA agreed to a seniority integration that mirrors AFA's constitutional merger policy, protecting both pre-merger US Airways and American Flight Attendants.

Our merger policy was put in place nearly 25 years ago following mergers where the issue of seniority did nothing more than create division. This division plays out at a time when it is especially critical for Flight Attendants to stand together in unity. In mergers, our focus needs to be on making our seniority count with the best job security, pay, benefits, work rules and quality of life at the merged airline. Our policy provides a defined and transparent procedure for seniority integration.

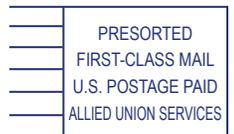
The fate of our seniority should never hinge on a corporate decision that is outside of our control. With a detailed process in black and white we can focus our attention on our unity and work towards a single contract that reflects our valuable contributions to the airline.

For questions and more information go to: [afacwa.org/uaseniorty](http://afacwa.org/uaseniorty)



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**INSIDE:**  
**SENIORITY**  
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**UPDATE**

## U.S. Law Requires Enforcement of AFA Seniority Integration Policy

AFA's seniority policy is also reinforced by US law. After the TWA Flight Attendants were stapled to the bottom of the seniority list at American, our union advocated for a change to the law that would provide a "fair and equitable" seniority integration for all airline workers affected by a merger. Again, fair and equitable is a process, but it does not ensure a "fair" outcome.

If seniority is left up to an arbitrator, all arguments and positions made by the parties involved will eventually be decided by someone who has no claim or stake in the end result. That is why we ensured that the law would also protect our union's seniority integration policy. The McCaskill-Bond law states:

*"if the same collective bargaining agent represents the combining crafts or classes at each of the covered air carriers, that collective bargaining agent's internal policies regarding integration, if any, will not be affected by and will supersede the requirements of this section;"*

This law affirms that our AFA seniority integration policy is the process that must be used when AFA is the representative of Flight Attendants at the merged airline.

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