



ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL-CIO
6250 N. River Road, Suite 4020, Rosemont, IL 60018

PHONE 847•292•7170 FAX 847•292•7180 website: www.unitedafa.org

September 30, 2011

Mr. John Nelson, Managing Director
Labor Relations – Inflight
233 South Wacker Drive – WHQLR
Chicago, IL 60606

Mr. Doug McKeen, Senior Vice President
Labor Relations - HDQPO
77 West Wacker Drive
Chicago, IL 60601

Via Email & US Mail

Dear John:


Recognizing our common goal of achieving a new Collective Bargaining Agreement, we remain confident that Expedited Mediation affords us the best opportunity to move forward together. This new process provides the framework for us to reach an Agreement that recognizes the value of Flight Attendants while providing a smooth path to Single Contract Negotiations. At the same time, we recognize that limiting the number of issues to be resolved has required a spirit of compromise and that a large number of items identified as requiring resolution by Flight Attendants will need to be addressed in future negotiations.

Attached is the list of 12 major issues that have been consistently identified as the priorities for a new Contract by United Flight Attendants and will be the focal point of our efforts at the negotiating table. We have noted the primary sub-section and/or provision of the current Collective Bargaining Agreement (or as reflected in a previous proposal) by title and contractual reference.

This list clearly demonstrates the need for prompt resolution to the issues being brought to the negotiating table. Flight Attendants dictate a heavy focus on improvements to compensation, quality of work life for Reserves and enhanced schedule flexibility for all Flight Attendants. Achieving improvements and resolution to the issues identified by Flight Attendants will result in an Agreement worthy of the support and ratification by the community of Flight Attendants at United Airlines.

Turning our efforts to intense mediation over a defined period of time has required a significant amount of diligence and commitment to prepare for a successful outcome to Expedited Mediation. We appreciate the spirit of cooperation demonstrated by our respective Negotiating Committees. We look forward to returning to the negotiating table utilizing this new process and with a fresh focus on the immediate and long term interests of Flight Attendants and our Company.

Sincerely,


Greg Davidowitch, President
United Master Executive Council


Jack S. Kande, Chairperson
Negotiating Committee



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UNITED AIRLINES FLIGHT ATTENDANTS

EXPEDITED MEDIATION

Per the Protocol Agreement, the following are United Airlines Flight Attendants top priorities for the twelve (12) Major Issues:

- Hourly Rates of Pay (Section 5.A.)
- Penalty Pay (Section 5.Q. – new)
- Expenses (Section 6.A.)
- Legal Rest (Section 7.J.)
- Minimum Duty Rigs (Section 8.A.)
- Schedule Trading (Section 9.G.)
- Assignment of Open IDs (Section 9.I.)
- Reserve Assignments (Section 10.C.)
- Special Reserve Legalities (Section 10.D.)
- Vacation Pay (Section 18.K.)
- Sick Leave (Section 19.A.)
- 401(k) Plan Terms (Section 34.B.)

