



# Negotiations & You

Negotiations: Building Unity



Summer 2011

## Negotiations-To-Date

<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)	35
<b>Joint Mediation Negotiation Sessions Held</b>	20
<b>Closed Sections</b> (T.A. Reached)	8
<b>Open Sections</b> (No T.A. Reached)	27
<b>Months in Section 6 Negotiations</b>	28
<b>Total Days of Face to Face Negotiations</b>	100

## 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, determines when and where we meet for the mediation sessions along with the agenda. The parties are not prohibited from meeting outside the mediation schedule, but management refuses to accept AFA's numerous offers to meet any time – 7 days a week, 24 hours a day – to discuss the issues Flight Attendants have determined are important.

## Ken Diaz Joins Negotiations Committee

During the April 2011 United Master Executive Council (MEC) Meeting the MEC Leadership filled the vacancy on the MEC Negotiating Committee. Council 5 Local Council President Ken Diaz was successfully elected. Ken is a strong leader and is very passionate about the lives of his flying partners. A comprehensive biography of Ken Diaz can be found on our website, [www.unitedafa.org](http://www.unitedafa.org).



<b>Mediation Session</b>	<b>Contract Section(s) / Topics</b>
Week of April 18, 2011	• Sections 7,8,9 & 12- Reassignment & Other Scheduling Related Topics, Section 17- Seniority & Section 30- Union Security
Week of May 23, 2011	• Section 10 – Reserve Scheduling Procedures
Week of June 13, 2011	• Section 10 – Reserve Scheduling Procedures & Reserve Assignment Preferencing
<b>Next Mediation Session</b>	<b>Contract Section(s) / Topics</b>
Week of July 18, 2011	• Section 10 – Reserve Scheduling Procedures

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



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





July 22, 2011

Ladies and Gentlemen:

From day one of the first negotiations following bankruptcy, the United Master Executive Council (MEC) and our Negotiating Committee have identified and implemented strategies to achieve the priorities you have identified as important in our negotiations.

On June 29, you made the determination that AFA would be the representative for all Flight Attendants at the new United Airlines providing us with the unity needed to move forward in a bold and innovative manner. As the strongest Union for our profession, we are making decisive moves with the energy and determination derived from our election success. We now have an opportunity to advance our current negotiations to a successful conclusion due to your hard work, determination and commitment to our Flight Attendant community.

AFA Representation builds unity and creates opportunity for all of us at the new United Airlines. Flight Attendants at Continental and Continental Micronesia are now hard at work establishing their own structure within our Union. They are working to enforce their current Contracts and preparing for elections while building unity within their work group. We stand in Solidarity with our Sisters and Brothers while we remain focused on a successful conclusion to our current negotiations.

During a special meeting of the United Master Executive Council, we discussed how to best leverage our Solidarity and momentum following our success in the representation election and we have implemented new strategies to achieve our goals. With AFA as the elected representative, the last remaining excuse management laid in our path has been removed. The path forward is clear, there are no more excuses, and we are on our way to achieving incremental improvements to our Contract before beginning joint Contract negotiations. We are in pursuit of an expedited mediated negotiations process that is innovative in its approach and keeps us focused on your top priorities.

This process includes intensive mediation over a short period of time on a limited number of issues. Expedited mediation needs to result in tangible improvements to be put into place before we move into the more complex and comprehensive joint Contract negotiations. This approach should produce a meaningful foundation upon which both Flight Attendants and management will work to achieve a single Contract for all Flight Attendants at the new United Airlines.

Now is our time, together we will do better. By harnessing our leverage resulting from the election, building our unity and focusing our collective energy on achieving our goals, we will capitalize on the opportunity of an expedited negotiations process.

In Solidarity,

Greg Davidowitch, President  
United Master Executive Council



Negotiations Prep	October 2007
<b>MEC Reviews / Approves Opener</b>	<b>April 3-4, 2009</b>
<b>Negotiations Start: Exchange Openers with the Company</b>	<b>April 6-7, 2009</b>
Solidarity Actions	Same time as Opener Exchange
Negotiating Committee conducts Opener Roadshow	April 13 – May 3, 2009
<b>Direct Negotiations Resume</b>	<b>May 6, 2009</b>
Solidarity Actions	May – August 2009
<b>Joint Petition to NMB for Mediation</b>	<b>August 7, 2009</b>
Mobilization Actions	Fall 2009
Mediation Begins	Oct 27, 2009
<b>Amendable Date</b>	<b>January 7, 2010</b>
Day of Action	January 7, 2010
Day of Action	April 6, 2010
AFA meets w/ NMB	April 6, 2010
<b>Merger w/ CAL</b>	May 3, 2010
UAL Announces it will provide new Opening proposals	June 17, 2010
United - Continental Financial Merger Transaction	Oct 1, 2010
AFA Presents our Compensation Proposal	Nov 19, 2010
Day of Action	January 7, 2011
AFA Petitions NMB for Single Carrier Determination	January 18, 2011
NMB Affirms AFA Single Carrier Determination Petition	April 1, 2011
Solidarity Actions	April 18 – May 16, 2011
Flight Attendant Representation Election Vote Opens	May 17, 2011
Solidarity Actions	June 8, 2011
<b>AFA Elected as Representative for UAL, CAL and CMI Flight Attendants</b>	<b>June 29, 2011</b>

## AFA Proposals Protects All Reserves

A majority of the Negotiation sessions held following the last published Negotiations & You have focused on increasing schedule flexibility and discussing preferencing assignments for Reserves. This includes the ability to preference co-terminals, earliest check-ins, International, Domestic, trip length, increasing minimum days off, limit on conversions and standby, etc. Management continues to promote an agenda of concessions such as reducing days off, movable reserve days, 2-hour call out, longer standby with less pay. Our Reserve proposals protect Reserves and improve the quality of life on and off the aircraft, with increased flexibility and higher improved pay protections.

**Moving to an Expedited Mediated process for our negotiations means that we could reach a Contract quicker that achieves the top priorities that you have identified. We would remain with the Section 6 process and would retain the protections of the Railway Labor Act. If we reach an agreement, it would bring us closer to obtaining a single contract and a merged workforce. Both AFA and management have everything to gain by Expedited Mediation and nothing to lose.**

### What is Expedited Mediation

- All parties must agree to the expedited process
- Intense Mediation over limited time with a set of aggressive mediation sessions
- Negotiation of joint protocol agreements to establish what, when, where and how long
- Commits available resources of parties
- Limits number of issues to be discussed

### Expedited Mediation & NMB

- NMB must believe that there is a high probability of success
- Availability of NMB Mediator
- All parties retain right to seek self-help
- NMB continuous oversight
- If no agreement, Board retains its discretionary rights

# Status of Negotiations - Comparison of Proposals

July 22, 2011

At the opening of our negotiations back on April 6, 2009, we presented United management 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 116 weeks of negotiations, management continues to delay, with their concessionary proposals and counter proposals, in order to frustrate and wear us down. We have completed a review of all Sections of the Contract and management has reviewed 34 of 35 Revised Sections of our Collective Bargaining Agreement.

During one of our recent mediated sessions, AFA came up with an innovative way for Flight Attendants to have the ability to waive our 8-in-24 rest provision by trading into or picking up from open flying. We wanted to make it waive-able only on the part of the Flight Attendant. This was discussed in Section 7 – Hours of Service & Contractual Legalities. Management was of course against this provision, wanting to eliminate it completely, giving them the ability to create ID's, build lines, reassign without regard to the 8-in-24 rest provisions. Section 10 – Reserve Scheduling Procedures was also another Section that was discussed with extensively with regards to Reserve preferencing.

The following is a summary of our proposals set in contrast to the proposals made by management to this point. This is just a summary, and may not include a full review of our collective goals as contained in our 148-page Opening Proposal. You may 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 the AFA Members in order to take effect.

We continue to advocate for the priorities which you have told us that are important to you in these negotiations. We remain inspired by your willingness to do **Whatever it Takes** to achieve the industry leading Contract which we deserve.

Red = Updated changes from April 18, 2011

Book = Current Contract

Section 1 – Recognition		Section 2 – Definitions	
<b>AFA</b> <ul style="list-style-type: none"><li>• Book</li></ul>	<b>United Management</b> <ul style="list-style-type: none"><li>• Book on Recognition</li><li>• Establish subsidiaries and alter ego airlines not staffed with Flight Attendants on the seniority list</li><li>• Restrict Flight Attendants' right under the Railway Labor Act to strike if the Company engages in a conduct deemed to be a major dispute</li><li>• Restrict Flight Attendants' right under the Railway Labor Act to engage in a sympathy strike</li><li>• Double the cap on the number of Foreign Nationals from 1.5% of the seniority list to 3%</li><li>• Eliminate the requirement for Foreign Nationals to be released before a voluntary furlough of Flight Attendants on the seniority list</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>• No revised proposal</li></ul>



Section 3 - Union Activity		Section 4 – General	
<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>• Limit scope of Union Travel and number of Union Reps</li> <li>• Eliminate Union involvement in hotel selection</li> <li>• Reduce activities eligible for FPL</li> <li>• Reduce required LEC information</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase PTO</li> <li>• No fee for CJA</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>• Eliminate Pass Travel for opposite gender Domestic Partners</li> <li>• Eliminate Pass Travel for Surviving Spouse</li> <li>• Company's unilateral ability to change Pass Travel</li> <li>• Ability to substitute companion for spouse for Pass Travel</li> <li>• Eliminate checked luggage on International trips of 4 days or more</li> <li>• Free local calls, Wi-Fi in existing Domicile crew lounges</li> <li>• Eliminate crew lounges at non-Domicile locations</li> <li>• Expand tidying requirements</li> <li>• Eliminate staffing guidelines and minimum bid positions</li> <li>• CJA denied for weight restrictions</li> </ul>
Section 5 - Compensation		Section 6 - Expenses, Transportation & Lodging	
<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>• No proposal</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> </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 ability for self help if room not ready</li> <li>• Hotel room for sits over 5 hours or 4 hours if between 2100 and 0559</li> <li>• No Per diem rate proposal</li> <li>• Per diem not paid for training at domicile</li> <li>• Parking provided at Domicile only. Ability to choose \$30 commuting payment in lieu of parking</li> <li>• Eliminate taxi reimbursement between 2200 to 0800 departure and 2000 to 0600 arrival</li> <li>• Eliminate short call taxi reimbursement</li> <li>• Eliminate Domestic crew meals</li> <li>• Payment when required International crew meal not provided</li> </ul>

Section 7 - Hours of Service & Contractual Legalities		Section 8 - Minimum Pay and Credit	
<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 legal rest on layovers</li> <li>• <b>Ability to waive 8-in-24 through trade or pick up from Open Flying</b></li> <li>• <b>5 hours of pay if day above minimum infringed upon</b></li> <li>• <b>Contractual crew boarding time</b></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 16 hours, or more when last segment is Deadhead</li> <li>• Reduce Legal Rest to 8:45 hrs actual on layover</li> <li>• Weaken the limitations on Night-Into-Day Flying</li> <li>• Reduce LH minimum days off to 8, RSV to 10</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>• Holding time paid after 30 minutes. Eliminate limit on max holding</li> <li>• <b>Expand EOM reassignments</b></li> <li>• Expand drafting criteria</li> </ul>
Section 9 - Flight Assignments & Scheduling Procedures		Section 10 – Reserve Scheduling Procedures	
<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> <li>• <b>Increase Trades with open allocations and ability to trade above allocations</b></li> <li>• <b>Unlimited same day trades</b></li> <li>• <b>Jetway Trades</b></li> <li>• <b>Partial ID trades</b></li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Increase max line value Dom: 95:15 Intl: 99:54</li> <li>• Eliminate minimum bid positions</li> <li>• Prevent trades that lower lines below 40 hours</li> <li>• Mix Intl and Dom IDs</li> <li>• Limited critical coverage provisions (Agreed)</li> <li>• Expand definition of Domestic</li> <li>• Eliminate minimum guaranteed trades with open flying &amp; trades will be denied if Crew Desk determines RSV coverage is insufficient</li> <li>• Eliminate cap on number of LQs on Domestic flights</li> <li>• Jetway Trades</li> <li>• Partial ID trades</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>• <b>No more than 3 conversions to Ready per month unless all other Reserves in group also have 3</b></li> <li>• <b>No more than 2 Standby assignments per month unless all other Reserves in group also have 2</b></li> <li>• Increase Reserve days off</li> <li>• Reserve guarantee 90 hours</li> <li>• Increase Reserve Override</li> <li>• <b>4 or 5-hour pay per vacation day based on hours paid in previous year</b></li> <li>• Eliminate second assignment</li> <li>• Ability to trade Reserve assignments</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• “A Reserve is always subject to reassignment”</li> <li>• Straight Reserve</li> <li>• All Ready Reserves. “Call out Reserve” is Ready Reserve for 8 hours a day. All Reserves on 24-hour call for 1st 3 days of month and holiday periods</li> <li>• Reduce Reserve days off to 10 with 6 movable days</li> <li>• Reserve guarantee 83 hours</li> <li>• Eliminate Reserve override</li> <li>• Reserve bumped from assigned IDs by Lineholder</li> <li>• 2-hour call out, 1:40 actual</li> <li>• 6-hour airport standby, paid for 4 hours. Trip may be assigned up to 2 hours beyond 6 hour standby; or longer if insufficient Reserve coverage</li> <li>• Airport standbys to board, deplane and perform pre-departure</li> <li>• All Reserves subject to board, deplane, perform pre-departure at the end of assignment</li> <li>• No order of assignment/time accrued</li> <li>• Eliminate 8-hour free from contact on layover</li> <li>• Must remain phone available for possible reassignment after receiving assignment</li> <li>• Eliminate Christmas wish list</li> <li>• Expansion of second assignment rights</li> <li>• Reduce legal rest</li> <li>• No monthly cap for Reserves</li> <li>• Ability to pick up trips departing before 1100 when returning from days off. May be subject to reassignment at check-in</li> </ul>

Section 11 – Deadheading		Section 12 – International	
<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>Booked in Economy for all DHD. Exit row and seat assignment priorities</li> <li>Upgrade per “Chain of Command”: Captain, then other pilots, next Purser, and lastly, other Flight Attendants in seniority order</li> <li>No drinking while DHD at any time</li> <li>Restrict DHD deviation</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> <li>No Qualified Purser on Domestic flights</li> <li>Purser Relief Lines. Awarded to Qualified Pursers. Closed position</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>Increase duty day</li> <li>Decrease legal rest</li> <li>Shrink definition of International</li> <li>No cap on number of LQs per flight</li> <li>Pay system senior Flight Attendants extra for ability to increase number of LQ positions</li> <li>Restrict LQ schedule flexibility</li> <li>LQ's only to bid and be awarded LQ line or Reserve in primary language</li> <li>Pursers only to bid and be awarded Purser line or Purser Reserve</li> <li>No Qualified Purser on Domestic flights</li> <li>Eliminate minimum flying assigned to US Domiciles</li> <li>Company designates flights with Purser override</li> <li>Current Pursers not grandfathered into new program</li> <li>Discipline free to become Purser</li> <li>Interview for Purser</li> <li>Purser disqualified for LOW 2 or per management decision</li> <li>Purser Reserves 12 days off scheduled, 10 days minimum</li> <li>Purser training at company discretion</li> <li>Restrict Purser schedule flexibility</li> <li>Max 4 Flight Attendants on crew rest at any time except on 747</li> <li>Pay if crew meal not provided</li> </ul>
Section 13 - Military Airlift Command (T.A.)		Section 14 - Temporary Duty Assignment (T.A.)	
<ul style="list-style-type: none"> <li>Book</li> </ul>		<ul style="list-style-type: none"> <li>Book</li> </ul>	
Section 15 - Training and Meetings		Section 16 – Uniforms	
<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 did 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>1-hour pay for home study regardless of length</li> <li>Eliminate restriction on training at night and length of training</li> <li>Eliminate 1-in-7 protection</li> <li>Must trade or drop conflict or removed without pay</li> <li>Must attend RET on must go month or subject to discipline</li> <li>Space available travel when returning from training unless flying the next day</li> <li>Travel to training in the form of an ID</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> </ul>

Section 17 – Seniority		Section 18 – Vacations	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Lesser of six 6 years a cruial or time in service, but in no case less than 3 years, while on Medical Leave of Absence</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Flight Attendants who transfer to Onboard Management to retain and accrue seniority indefinitely</li> <li>• Increase probation period to 8 months</li> <li>• Flight Attendants on special assignment or who transfer to positions in Onboard accrue seniority indefinitely</li> <li>• Medical Leave of Absence maximum, shorter of 6 years or time in service</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>• 4:00/5:00 per vacation day based on increased flying levels</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> </ul>
Section 19 - Sick Leave		Section 20 - Physical Examinations (T.A.)	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase monthly sick leave accrual to 5/6 hour 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> <li>• Turbulence related injury occupational process</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Sick leave accrual to 4 hours decreased based on flying level</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 only</li> <li>• Monthly sick leave and occupational pay capped at 83 hours</li> <li>• Benefits under COBRA after 30 days of unpaid sick leave</li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	
Section 21 - Reduction in Personnel		Section 22 - Filling of Vacancies	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Benefits under COBRA 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 may not be subject to furlough</li> <li>• Restrict system-wide voluntary furlough awards for International Domiciles</li> <li>• Restrict voluntary furlough awards for Pursers and LQ</li> <li>• No requirement to create vacancies where Flight Attendants can legally work</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>



Section 23 - Leaves of Absence		Section 24 - Moving Expenses	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Medical Leave: lesser of 6 years or time in service but no less than 3 years</li> <li>• Maternity, paternity, adoption leave extension of up 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 Leave of Absence maximum, shorter of 6 years or 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> <li>• Benefits under COBRA after 30-days unpaid status</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 or \$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>
Section 25 - Personnel File (T.A.)		Section 26 - Grievance Procedures	
<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>• 30-day statute of limitation to file LEC and MEC Grievance</li> </ul>
Section 27 - System Board of Adjustment (T.A.)		Section 28 - Missing, Internment, Prisoner of War Benefits (T.A.)	
<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>	
Section 29 - Worker's Compensation Benefits (T.A.)		Section 30- Union Security	
<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>• Probationaries to pay dues</li> <li>• Eliminate appeal process for termination for non payment of dues</li> </ul>
Section 31 - Safety and Health and Security		Section 32 - Savings Clause (T.A.)	
<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> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	

Section 33 – Benefits		Section 34 – Retirement	
<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>• Eliminate Contractual provisions. All benefits and terms offered at company discretion</li> <li>• Increase Flight Attendant cost</li> <li>• Company to pay no more than 80% of aggregate cost of Medical Plans, <u>if</u> plans offered: <ul style="list-style-type: none"> <li>o “Notify the Union in writing in advance of the effective date of such changes”</li> </ul> </li> <li>• Eliminate all other Contractual requirements: <ul style="list-style-type: none"> <li>o Medical</li> <li>o Dental</li> <li>o Vision</li> <li>o Prescription drugs</li> <li>o Long term care</li> <li>o Flexible spending</li> <li>o Long term disability</li> <li>o 24-hour</li> <li>o Special hazard</li> <li>o Life (term)</li> <li>o Group Universal Life (GUL)</li> <li>o Caps on annual increases for medical and prescription drugs</li> <li>o PPO, HMO and Dental</li> <li>o Maximum deductibles, out of pocket, co-insurance amounts</li> <li>o Home healthcare, extended care facilities, hospice, auditory, preventative care, psychiatric and substance abuse and all other covered expenses</li> <li>o Definition of provider</li> <li>o Definition of dependent</li> <li>o Survivors’ benefit</li> </ul> </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>• 401(k) 3% direct contribution / 3% match</li> <li>• Eliminate Contractual provisions. All benefits and terms related to offered at company discretion</li> <li>• Eliminate all other Contractual requirements: <ul style="list-style-type: none"> <li>o Vesting</li> <li>o Enrollment</li> <li>o Loan features</li> <li>o In-service withdrawal</li> <li>o Quarterly statements</li> <li>o Expedited dispute resolution process</li> <li>o Retirement Board</li> <li>o Contributions to be made each pay period</li> </ul> </li> <li>• Eliminate Union consent prior to changes to the plan</li> <li>• Company indicated they <u>will</u> shift all plan expenses to participants</li> </ul>

*continued on next page*

Section 33 – Benefits		Section 34 – Retirement	
	<b>United Management</b> <ul style="list-style-type: none"> <li>o Post-Medicare medical benefits and life insurance for future retirees</li> <li>o Retiree Medical Board</li> <li>• Eliminate requirement for Union consent to modify any benefit program</li> </ul>		
Section 35 - Duration (and Letters of Agreement) Letters on which we have reached Tentative Agreement=Current Book		Hotel Standards	
<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>

Partnership Program	Partnership / Jobshare
<b>AFA</b> <ul style="list-style-type: none"> <li>• Company to offer Extended Partnership to avoid furlough (current program)</li> <li>• Monthly Partnership by Domicile, independent of furlough situation</li> <li>• Partnership awarded based on seniority of senior partner</li> <li>• Line awarded based on seniority of junior partner</li> <li>• Flight Attendants with different qualifications may be partners</li> <li>• Half Sick Leave and vacation accrual</li> <li>• Monthly max: 46/48:30/50 hours</li> <li>• Reserve Guarantee: 5 hours per day of availability</li> <li>• Procedures to shift vacation if partners' vacations overlap</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Extended Partnership to avoid furlough</li> <li>• Monthly partnership by Domicile, independent of furlough situation</li> <li>• Flight Attendants with different qualifications may not be partners</li> <li>• Company may deny award based on qualifications</li> <li>• Vacation and Sick Leave accrual reduced based on flying level</li> <li>• Monthly max: 50 hours</li> <li>• Reserve Guarantee: 41:30 regardless of days of availability</li> <li>• Reserve line split in the middle (ie.1-15/16-30)</li> <li>• No provision to shift vacation if partners' vacations overlap</li> </ul>



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6250 N. River Road, Suite 4020, Rosemont, IL 60018



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