



HOT TOPIC

EXPEDITED MEDIATION • SEPTEMBER 2011



WHAT IS "EXPEDITED MEDIATION"?

Recently the National Mediation Board (NMB) announced the establishment of an "Expedited Mediation Project". The Expedited Mediation process we are participating in is modeled on this project, to help address our mediation dispute in a more focused and timely manner. For a mediation case to be accepted in this project

by the NMB, the parties, AFA and management, must jointly request consideration for Expedited Mediation and develop a protocol agreement, which will establish parameters of the expedited mediation process.

WHY EXPEDITED MEDIATION?

Moving to an Expedited Mediation process for our Negotiations means that we could reach a Contract quicker that achieves the top priorities that you have identified. At the same time, we will remain with the Section 6 process and will retain the protections of the Railway Labor Act. If we reach an Agreement, it will bring us closer to obtaining a Single Contract and a merged workforce.

WHAT IS A PROTOCOL AGREEMENT?

It is an agreement that establishes the parameters and ground rules for negotiations.

HOW LONG IS THE EXPEDITED MEDIATION PROCESS?

The Expedited Mediation Process will begin the week of October 10, 2011, and conclude no later than January 6, 2012.

HOW MANY ISSUES WILL BE DISCUSSED?

Each side, AFA and management, will bring a maximum of 12 major issues to these Expedited Mediation. Entire Sections of our Contract cannot be considered an "issue." However, a "major issue" can be a provision of the Contract or subsection. Neither party has the ability to "veto" the other's issues.

EXPEDITED MEDIATION PROCESS



HOW WILL AFA's 12 ISSUES BE DECIDED?

Our priorities as United Flight Attendants have remained consistent from the beginning of our negotiations. The Negotiating Committee will bring forward the issues based upon the priorities we have defined in the three Membership Surveys and in ongoing Face-to-Face discussions. This process is designed to bring us a Tentative Agreement (TA) sooner rather than later. **All issues from both parties will be made available to the Membership once they are exchanged between each negotiations committee and prior to the start of the first Expedited Mediation Session.**

WHAT HAPPENS TO THE ISSUES NOT ADDRESSED IN EXPEDITED MEDIATION?

At the end of the process, any Provisions or Sections from the current Contract that have not been modified will remain "book" and will be worked on during the single Contract negotiations if the members still feel like those issues are important to them after a survey has been completed by all the new United Flight Attendants.

WHAT HAPPENS IF EXPEDITED MEDIATION DOES NOT PRODUCE A TA?

If Expedited Mediation fails to produce an Agreement or a TA does not ratify, we will return to regular Section 6 mediation.

WHAT ARE THE BENEFITS OF EXPEDITED MEDIATION?

Regular Mediation within Section 6 is a path that would ultimately lead to Contractual improvements. However, the Railway Labor Act (RLA) Section 6 process is very lengthy by design. At this time Expedited Mediation is the best course of action to achieve the goals of United Flight Attendants sooner rather than later. With this approach, we shift our focus to achieve our priorities through a limited number of incremental improvements, but it also requires management to take numerous concessionary proposals off the table.

WHAT IS THE LIKELIHOOD OF SUCCESSFULLY REACHING AN AGREEMENT IN EXPEDITED MEDIATION?

AFA, United management and the National Mediation Board are all committed to make this process work. AFA will continue to dedicate all appropriate resources to seek a successful conclusion to these negotiations.

WILL THE MEMBERSHIP GET TO VOTE ON A TA REACHED IN EXPEDITED MEDIATION?

Yes, the Membership will get to vote on a TA reached during Expedited Mediation.

Not a member of the **F.A.N.N.?**

JOIN TODAY!

The most important FANN events take place every day on the crew vans, on layovers and in the domicile non-work areas. As each of us takes 5 minutes per ID to share with our Flying Partners the current Negotiations information included in these weekly updates, to join go to:

www.unitedafa.org/contract/negotiations/FANNinfo

