



SAVE THE DATE: OPENING PROPOSAL ROADSHOW COMING

Exchange of Openers, Direct Negotiations, and Upcoming Opening Proposal Roadshow

The formal negotiating process begins with a meeting between United and your Negotiating Committee. The meeting is scheduled to take place in early October. At this initial meeting, the parties will exchange opening proposals. Opening proposals are the starting position for each of the parties. Our opening proposal reflects the collective priorities of United Flight Attendants and is developed based on the issues identified through surveys as well as the feedback you've provided to your AFA Leadership.

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Keep Discussion of our Negotiations Off Social Media

Social media can be a fun way to keep in contact with friends, family, fellow Flight Attendants and other co-workers. However, it is not a good place to discuss our upcoming negotiations.

Getting involved in potentially heated public debates over likes and dislikes regarding contractual provisions is a sure recipe for disaster. Not only do we stand the chance of hurting each other's feelings, we can inadvertently give the company information to use against us at the bargaining table.

Our collective likes and dislikes have been communicated to our Negotiating Committee via surveys, Listening Tour feedback, and direct one on one conversations. We have identified the priorities of the majority, and will include them in our opening proposal. Debate of these priorities on social media only serves to divide us, while empowering the company. As an organized workforce, we must recognize the law already heavily favors companies over Unions. We can't afford to give the company any additional power by creating public divisions within our Flight Attendant community.

The company has a large presence in social media and is constantly monitoring every platform for ways to gain an edge. Whether that edge is gained for competition with rival airlines, or gives them an advantage at the negotiating table – make no mistake, they will use it. Giving our Negotiating Committee our undivided support, is the only way we can fight against divisive tactics.

Don't give management the advantage, keep social media use for fun and staying in touch.

It's Simple

DON'T USE SOCIAL MEDIA TO DISCUSS OUR NEGOTIATIONS.

MANAGEMENT IS WATCHING.

OPENING PROPOSAL ROADSHOW

SAVE THE DATE!

Roadshow Schedule

Date	Location
Wednesday, October 6	Orlando
Thursday, October 7	Fort Lauderdale
Friday, October 8	Tampa
Monday, October 11	Chicago
Tuesday, October 12	Boston
Wednesday, October 13	Washington
Thursday, October 14	Cleveland
Friday, October 15	Newark
Tuesday, October 19	Houston
Wednesday, October 20	Austin
Thursday, October 21	Phoenix
Friday, October 22	Denver
Tuesday, October 26	Las Vegas
Wednesday, October 27	San Diego
Thursday, October 28	San Francisco
Friday, October 29	Los Angeles
Wednesday, November 3	London
Wednesday, November 10	Guam
Thursday, November 11	Honolulu

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Following this initial meeting, your AFA Negotiating Committee will kick off an Opening Proposal Roadshow with the first stop October 6 in Orlando. Over a six-week period, the Committee will travel to all nineteen Flight Attendant Bases to meet with you and present details of our Opening Proposal. To coincide with the Roadshow, a summary of the opener will be mailed to your address of record and will also be available, along with the full-text version, on our [Contract2021 website](#).

Direct negotiations will then begin between the designated representatives from United management and your Negotiating Committee. During this period, United and AFA will meet regularly and exchange counter-proposals until they come to agreement on the various issues you have identified for improvements. The company and Union can reach agreement on a new collective bargaining agreement at any point during direct negotiations. We'll provide you with further updates once we've established a meeting schedule for direct negotiations.

As you prepare to bid your October and November schedules, mark your calendar and make a plan to attend the Roadshow near you!



More information, such as meeting location and times will be communicated over the course of the next several weeks.

Check our [contract2021.org website](#) for additional resources and educational materials regarding the Railway Labor Act.