



OPENING PROPOSALS EXCHANGED

After all the challenges we have faced together, today marks a decidedly different time full of promise and potential. Today marks the culmination of almost two years of preparation.

Your Negotiating Committee met with United management today to exchange Opening Proposals and begin our Railway Labor Act Section 6 Negotiations. At 0900 CT, tomorrow, October 5, you will find a summary of our Opening Proposal as well as a full-text version on our contract2021 website. A copy of the Opening Proposal Summary will also be mailed to your address of record.

Our Negotiating Committee used the survey results, direct feedback from you, our AFA Committees, and direction from your Local Presidents to write our Opening Proposal. Our Opener directly reflects the items you identified as a priority, and we took your mandate to the negotiating table.

Compensation is always a priority in negotiations. Compensation is normally the last item on the table during negotiations and we will stand together throughout the negotiating process to achieve substantial improvement to this part of our Contract. You will notice that an exact percentage is not delineated in our Opening Proposal – and we make it clear that we expect United Flight Attendants to lead the industry in Compensation.

Our proposal contains improved quality of work life provisions, such as shorter duty days and longer legal rest, to address the numerous concerns identified in your feedback.

- We are seeking enhanced flexibility for all Flight Attendants and the elimination of onerous restrictions on Flight Attendants in scheduling.
- We are seeking fundamental changes to our Reserve system in order to dramatically improve the quality of work life for our Reserve Flight Attendants, with increased schedule and financial control. One improvement we are proposing for Reserve Flight Attendants is the introduction of Reserve Availability Periods (RAP) to significantly improve the work life quality for those holding a Reserve schedule.

These negotiations are about you – and getting you directly involved in the process, from the beginning, will make these negotiations meaningful and allow us to capitalize on the power of your involvement.

(continued on next page)

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When you review the full text of our Opening Proposal the following information will assist you in understanding the changes:

- The changes in the language are Amend, Clarify, Delete, and New.
- **Amend** is changing the substance of the provision by adding new words giving new meaning or application.
- **Clarify** – Clarifying the current understanding or practice, or simply cleaning up the language. (Note: where we change items from, she/he to gender neutral we have agreement with the company that this will not alter the existing meaning of that language).
- **Delete** – ~~Strikethrough~~ will delete the entire sentence or paragraph.
- **New** – A new provision or new language added to our contract is indicated by being underlined.
- **TBD** – To be determined. This indicates it will be discussed during the course of negotiations.
- Any provisions not included in the opening proposal are not contemplated to be changed. These provisions remain as current, and are considered “**Book.**”

Sometimes there is a combination of these designators listed because both apply to the given paragraph.

Check our website at www.contract2021.org for additional resources!

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While our Negotiating Committee is on the Roadshow and continue their preparation to begin Direct Negotiations with the company, we will continue to build our [Negotiations Support Activist InfoRep program](#) to ensure we can continue to build our support structure, to further enhance our two-way communication structure between the Membership and the Negotiating Committee. We will build a powerful force as each of us prepares to stand together, with one voice, for the Contract that reflects our contributions as Flight Attendants to the success of United Airlines.

The success of our negotiations depends on all of us, together. Look for opportunities to be a part of the process, attend meetings, sign up for the Negotiations Newsletter, and remain informed through AFA communications.

As United MEC President Ken Diaz stated: *“We want you to know that our Section 6 Negotiations will be different than our most recent negotiations which involved bringing three different Contracts together. Now that we have all worked together under this Agreement, we have shared experiences that form a foundation for where we collectively agree improvements are needed.*

Through all the research and work we have talked about; I want you to know, we’ve heard your priorities and we’re going to work towards an agreement that reflects our collective priorities, together. With you engaged and actively supporting our negotiations, we can achieve great things.

You are my priority. We deserve so much more than status quo. We deserve more than an industry standard Contract. We have earned and deserve an industry leading Contract that protects and values United Flight Attendants for the profound impact we have on United’s passengers every day on every flight. Now is our time.”

As impressive as the credentials are for our Negotiators and their support staff, remember that the real negotiations take place in the field every day. You are the key to the success of our negotiations. Ask yourself: what are you willing to fight for?

We look forward to seeing you once again at the upcoming Roadshow where we can discuss our collective Contract goals. Look for the roadshow schedule on our [website’s Roadshow section](#).