



---

## Negotiations Update

---

AFA and United met for our first Direct Negotiations session on Wednesday, December 8, 2021.

The talks were focused on process and establishing a meeting schedule and topics to be discussed during the first ninety days of direct negotiations. In attendance at the meeting were our Negotiating Committee and our Industry and Financial Analyst, the Company's Negotiating Committee and various other subject matter experts who made presentations. We received presentations on the financial state of United Airlines, fleet plans and flying.

The meetings will take place in various locations over the course of negotiations. It is anticipated that initially the parties will meet in Las Vegas, Chicago and Cleveland.

The topics to be discussed during the first ninety days include the following Sections:

- Section 1 – Recognition, Successorship and Mergers

- Section 14 – Seniority

- Section 21 - Alcohol and Drug Testing

- Section 22 – Personnel Files

- Section 23 – Investigations & Grievances

- Section 24 – System Board of Adjustment

- Section 27 - Missing, Interned, Hostage or Prisoner of War

- Section 31 – Union Security and Check-Off

The discussions were cordial, and we look forward to our future negotiating sessions where we will remain focused on the priorities contained within our Opening Proposal.

As a reminder, our Opening Proposal Highlights video which was shown on the Roadshow, is now available on our [Contract2021.org](http://Contract2021.org) website.

# Starbucks—Opening The Door For Unionization



On December 9<sup>th</sup>, the National Labor Relations Board (NLRB) counted ballots from three Buffalo-area Starbucks stores who voted on unionization. The importance and impact of this will be felt throughout the Labor community as well as our country.

This effort began on August 23, 2021, when Starbucks workers at several stores in the Buffalo, New York, area announced the formation of a Union organizing committee in a letter to Starbucks CEO Kevin Johnson.

On August 30, workers at five stores filed for a NLRB election. Two of those petitions were later withdrawn by workers, reportedly to ease the election process for the other three locations. The organizers decided to Unionize in response to harsh working conditions, inadequate pandemic safety precautions, and repeated issues related to the failure to staff appropriately; issues with which we can strongly identify.

The NLRB granted those petitions and on November 10<sup>th</sup>, ballots were sent to eligible workers at three stores. Since that time, workers have reported that Starbucks management has “flooded” the Buffalo area with support managers and asked workers attend meetings with them in direct efforts to halt the union drive. Their Union busting efforts even went as far as to send the Executive Vice President (Rossann Williams), to Buffalo to bolster anti-union efforts.

Workers United, the Service Employees International Union (SEIU) affiliate, is helping the organizing committee in Buffalo and, amid these efforts three more stores filed for elections on November 9, 2021.

The NLRB counted the ballots on December 9<sup>th</sup> and with enough ballots for the Starbucks workers to form a Union, the NLRB has certified the new Union as the representative of these workers at one of the stores. This is an amazing first step forward for the organizing workers, workers at other stores in the company, and for the Labor Movement in our country as well. But the work ahead will be a difficult one: negotiating a Contract at a handful of stores in a company with thousands of stores.

In comparison, the International Workers of the World negotiated a Contract with Burgerville (a restaurant chain in the Pacific Northwest with 40 locations), that covered five stores. That process took three and a half years and 51 bargaining sessions.

“Although it’s a small number of workers, the result has huge symbolic importance and symbols are important when it comes to union organizing,” John Logan, a labor studies professor at San Francisco State University, stated to the New York Times. “Workers who want to form a union in the United States are forced to take a considerable amount of risk, and it helps if they can see others who have taken that risk and it has paid off.”

The Starbucks workers organization efforts fall under the National Labor Relations Act (NLRA) as opposed to the Railway Labor Act (RLA) that governs the airline industry negotiations. Of notable importance is that Contracts under the RLA do not expire, but rather they become amendable. The same is not true with Contracts governed by the NLRA.

On the heels of this outcome, the labor movement continues: In the first week of December, the NLRB authorized a new Union election at one of Amazon's warehouses in Alabama after organizers accused the company of illegally interfering in election proceedings. In April, the majority of employees at the site voted to reject the union.

In the months ahead, we will continue to discuss the Labor Movement and the comparison of unionized and non-unionized companies, as well as illustrate that when Unions create more favorable working conditions, pay and benefits for their members, it has the potential to raise the bar for all workers.