



Contract 2021 Negotiations - What to Expect



For many of you, this upcoming round of negotiations will be the first time you participate in the process of contract negotiations. Whether it's the first experience of your career, or you have been through the Joint Collective Bargaining Agreement (JCBA) negotiations, these negotiations will be different. You can expect to receive more communication than you have during past negotiations. Here's what you can expect.

Amendable Date: Our JCBA has an amendable date of August 28, 2021. We negotiated a provision for a 1-year early opener into the JCBA, which allows us to commence negotiations in August of this year.

Membership Input: Our Negotiating Committee represents the interests and direction provided by the entire Membership. The survey results will be used to determine our collective priorities and guide the Negotiating Committee through the process of writing the Opening Proposal. Another component of Membership feedback has been the Listening Tour. Throughout the course of Negotiations, you can expect more surveys to help our Negotiating Committee better define your priorities. Additionally, our Negotiations Support Activist InfoReps will continue to gather feedback and questions from Flight Attendants and they'll ensure that information makes its way to the Negotiating Committee.

Opening Proposal: Once the Union's Opening Proposal has been presented to the company, it will be available to you. These negotiations are about our collective priorities and it's important for everyone to understand the negotiations process, what we are negotiating for, and where we are in the negotiations process all along the way. You'll know, based on the Opening Proposal, what collective priorities were identified in the survey.

One Negotiating Committee: During the negotiations process for the JCBA, each pre-merger airline had their own Members of what was known as the Joint Negotiating Committee, representing the interests of their pre-merger groups. During merger negotiations, the Members of the Joint Negotiating Committee first had to reach internal consensus on the Union's position when combining the terms of the three separate Collective Bargaining Agreements (CBA) prior to that becoming the position of the Union on each particular topic. Now we have common interests and are no longer three different pre-merger groups; we are a unified force of more than 25,000 Flight Attendants.

Communications: You'll be provided timely, relevant communication every two weeks through *Negotiations News*, which is the [Official Negotiations News source](#) for Contract 2021. Until we start direct negotiations with United, the focus of *Negotiations News* will be on education and information on how you can get involved in support of our Negotiating Committee. You can expect more transparency, and inclusion as you're brought along through the entire Negotiations process.

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Flight Attendant Industry Comparison

UNITED 

American Airlines 

 DELTA

Industry Comparison

Our Negotiating Committee will utilize the feedback received from you in our Flight Attendant Negotiations Survey to draft our Opening Proposals. Your feedback will define our negotiating priorities in our upcoming negotiations.

We have provided for you on our website, an Industry Comparison Summary that focuses on key provisions of our Joint Collective Bargaining Agreement and those of our two largest competitors (American and Delta). In all cases, every effort has been made to accurately reflect the terms in the [summary](#).

In addition to the major airlines, our Negotiating Committee has been studying key provisions for Flight Attendants across the entire aviation industry, including Southwest, Hawaiian, and Alaska Airlines. They have also researched key provisions of other labor groups on the property at United Airlines.

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SIGN UP TODAY!
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TAKE the NEGOTIATIONS SURVEY TODAY!



DON'T DELAY! SURVEY CLOSES MARCH 6, 1600 CT

University of New Hampshire (UNH) Sends Survey Reminder to Flight Attendants

Next week is the final opportunity for you to participate in the Contract 2021 Negotiations survey. If you have not yet submitted your survey, and have a valid email address on file with United AFA, you may have received an email from the University of New Hampshire Survey Center. This email was sent as a reminder that your participation is vitally important as we prepare for Contract 2021 Negotiations.

The survey must be completed and submitted online. The survey will close on March 6, 2020 at 1600 Central Time. Our Negotiating Committee is relying on your input to direct the course of our upcoming negotiations. Your direct feedback is the most important component of preparing for our upcoming negotiations. This [survey](#) provides all Members an equal opportunity to tell our Negotiating Committee about their aspirations and priorities for the upcoming negotiations.

Once the survey is complete, the information will be collected and the data from the survey will be compiled by the University of New Hampshire Survey Center for our Negotiating Committee. Our Negotiating Committee will read every comment and the results of the survey will be used to formulate our opening proposal. The collective results will guide us in our talks with management.

Your response and the survey results will be confidential. The survey serves as a vital part of the negotiation process therefore; the results are strictly confidential and will not be published. It's important to understand, if the results were published, the company could consequently use the information as a wedge at the bargaining table. Bottom line, if the company were to obtain the data from the survey, it could mean a provision that is important to you may end up costing us more than it should at the bargaining table.

Visit contract2021.org and complete your survey today! If you did not receive your access code in the mail, please contact our Negotiations Survey Help Line Monday-Friday, 0900 - 1700 Central Time at: 1(800) 624-3907, ext.546.



Take The Survey

contract2021.org

Contract 2021 Listening Tour

Next week our Negotiating Committee will be visiting the final four locations on the Contract 2021 Listening Tour. Be sure to take advantage of the opportunity to personally meet with your Contract 2021 Negotiating Committee and attend the Listening Tour in any of the following locations:



MARCH LISTENING TOUR

You can attend any Listening Tour session and do not need to be based in that location.



MARCH 3

FORT LAUDERDALE

**1000 - 1300
HYATT PLACE AIRPORT**



MARCH 4

TAMPA

**1000 - 1300
HYATT PLACE TAMPA**



MARCH 5

AUSTIN

**1000 - 1300
HYATT PLACE AIRPORT**



MARCH 6

SEATTLE

**0900 - 1200
DOUBLETREE AIRPORT**



Join Us!

**Stand with
Our
Negotiating
Committee -
Get Behind
Your Pin!**

**Get Behind
Your Pin!**



Management is always watching, so be sure they see our Solidarity by wearing your AFA Union pin every time you fly. Wearing your AFA pin represents that we have each other's backs and the most powerful way you can demonstrate your commitment and dedication to achieving a new Contract.

AFA Union Pins are available from Negotiations Support Activist InfoReps and your Local Council.

As we begin our negotiations we encourage all Flight Attendants to take an active role.