



Negotiations News

Your Official Negotiations News Source

Contract
2021



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NEGOTIATIONS UPDATE

Generally, we will be meeting in two direct negotiations sessions per month, with the other weeks reserved for internal preparation work including analysis on proposals and counter proposals as appropriate.

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

As a reminder, 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

We will continue to work on these sections until they are closed in tentative agreement as we bring additional topics to the table.

For the month of January, we have been actively engaged in direct negotiations on the following Sections:

- Section 22 – Personnel Files

- Section 23 – Investigations & Grievances

- Section 24 – System Board of Adjustment

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

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NEGOTIATIONS UPDATE CONTINUED

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Our first full session took place the week of January 17, 2022 in Las Vegas. A session typically consists of 3 full days – Tuesday, Wednesday and Thursday. There are some weeks that are scheduled for additional days to help maximize our time in face to face negotiations. Mondays and Fridays are typically travel days.

During our first session in Las Vegas, early in the week we developed a new methodology for use in formatting counter proposals – it is anticipated this will allow both committees to better track numerous counter proposals and assist in the final formatting of a new collective bargaining agreement. Section 22 – Personnel Files and Section 23 – Investigations & Grievances were presented at the negotiating table during this week.

During our second session in Chicago the week of January 24, 2022, we continued discussions on Section 22 – Personnel Files and Section 23 – Investigations & Grievances and brought to the table Section 24 – System Board of Adjustment and Section 27 - Missing, Interned, Hostage or Prisoner of War. We have moved our proposal on sick leave payout from Section 27 - Missing, Interned, Hostage or Prisoner of War into Section 13 – Sick Leave.

The next dates and sections to be covered are as follows:

February (Weeks of February 7th and 14th)

Section 14 – Seniority

Section 31 – Union Security and Check-Off

March (Week of February 28th – 5-day session)

Section 1 – Recognition, Successorship and Mergers

Section 21 – Alcohol and Drug Testing

During our most recent session we have also calendared dates for direct negotiations through the month of June. The following dates have been set for the next several months:

April:

Week of April 4th, meeting April 5th, 6th, 7th in Chicago

Week of April 11th, meeting April 12th, 13th, 14th in Houston

May:

Week of May 9th, meeting May 10th, 11th, 12th, in Chicago

Week of May 16th, meeting May 17th, 18th, 19th in Houston

June:

Week of June 6th, meeting June 7th, 8th, 9th, 10th in Chicago

PIEDMONT FLIGHT ATTENDANTS REACH TENTATIVE AGREEMENT

On January 20, 2022, Piedmont Flight Attendants, represented by the Association of Flight Attendants, announced a Tentative Agreement (TA) that includes substantial wage increases, no cuts to their healthcare program, and meaningful work rule improvements.

“We organized to mobilize action. We spoke with one voice. We demanded contractual improvements that treated us with the dignity and respect we have earned. And we won,” said AFA Piedmont President Keturah Johnson. *“We are deeply grateful for the solidarity and support of our AFA family, the labor movement and the flying public who raised their voices alongside our own.”*

The agreement was reached through mediation with the National Mediation Board (NMB) and follows a historic unanimous strike authorization vote by Piedmont Flight Attendants this past October. What was the game changing dynamic? The company proposed a Contract that would have resulted in concessions to overall take home pay. Things changed almost immediately and shone a light on the importance of solidarity.

As we have discussed, under the Railway Labor Act, Contracts become amendable and do not expire. Corporations take advantage of this, and the result can be years of mediation without much motivation by the company to move forward quickly.

But the more we stand together with one raised voice, the greater our chances of success become. *“Solidarity works,”* said AFA International President Sara Nelson. *“Credible strike threats work.”*

The Agreement will soon go to the membership for a full vote. This is the success we can achieve when we come together.



Negotiating Committee is Proud to Welcome Suzanne Balzer

We are proud to welcome Suzanne Balzer – AFA Staff Negotiator to our negotiations. Suzanne joined AFA in 2010 as a Staff Negotiator after spending 40+ years at Northwest Airlines and the predecessor airlines and retired from Northwest at time of merger with Delta Airlines.

She brings a wealth of experience and industry insight – further strengthening our Negotiating Committee. Suzanne has spent the past 14 months working on the Delta organizing campaign and has participated in 11 contract negotiations, including our JCBA negotiations.

Additionally, she has served as Local Council President and on various committees including:

- Negotiating
- Grievance
- System Board
- Seniority Integration

THEIR SUCCESS LEADS TO OUR SUCCESS

In a time where we are negotiating a new industry leading Contract, it can be easy to lose sight of the battles going on around us. As others like Amazon and Starbucks fight for their right to Unionize, it is important to remember that their success helps us in much the same way that other Flight Attendant Contractual improvements have the power to lift us up as well.

Pattern bargaining is common in aviation industries. This means that we build off the success of other Contracts and Unions to bolster things like work rules, medical benefits, compensation, adequate rest, schedule flexibility and so much more. When we negotiate a strong Contract, it provides a new benchmark for others in our industry to use, in turn raising the value of their Agreement.

The labor movement is so much more than one Union's success. It is the inherent spirit of labor to raise each other up, regardless of our Union specific affiliation or industry.

Corporate America has for years worked to keep the labor movement at bay. They have taken good jobs and hard workers and told them they are replaceable. They tell them that the work they do is menial and that they do not deserve adequate compensation that reflects the cost of living.

We have only to look at the current rise of inflation to see that jobs which could once be filled quickly, are now vacant in part because corporations refuse to pay workers what they are due. With the continued rise of inflation today's prices are 1.55 times higher than average prices compared to 2002, according to the Bureau of Labor Statistics consumer price index. A dollar today only buys 64.52% of what it could buy back then.

We are not alone in our fight for meaningful improvements and security in our profession and workplace. Our fight is all of labor's fight, and labor's efforts to organize and improve have a meaningful impact on our own. We must

stand in unity with our Flight Attendant family and use our strength and power to work towards improvements for all of labor. When any of us raise one of us up, we are all the better for it.

Standing together as a Union as well as in the labor movement helps us all and allows us to achieve far more than we ever could on our own.

Contract 2021 Negotiations to Date

As of 02/04/22

