



Volume 2 | Issue 1

Thursday, May 20, 2021

### SURVEY DETAILS

1. *Survey Opened:*  
May 17, 2021.
2. *Survey Response Deadline:*  
May 31, 2021  
@ 1600 CT
3. *Take the Survey:*  
[www.contract2021.org](http://www.contract2021.org)
4. *If selected, your mailed survey packet includes a detailed instruction sheet, including your 6-character access code which you will need to login to the survey system.*
5. *If selected, your 6-character access code is printed on the right side of your mailing address on the letter received within your survey packet.*
6. *If selected, and if you do need assistance with your access code, please contact our Negotiations Survey Help Line at (800) 624-3907, ext. 546 (Monday-Friday 0800-1800 CT)*
7. *Additional details are available on the survey page of [www.contract2021.org](http://www.contract2021.org).*

### THE IMPORTANCE OF TAKING THE SURVEY

As you're [aware by now](#), we launched our Contract 2021 Flight Attendant Negotiations Survey II this past Monday, May 17, 2021. We are conducting this second survey to be sure we are most accurately capturing the priorities of our current Flight Attendant population. This second survey will be conducted using [random sampling methodology](#) to ensure a statistically valid result.

Approximately 10,000 United Flight Attendants were selected by the University of New Hampshire Survey Center to participate. The survey is now open and has a respond by date of May 31 @ 1600 CST. Once the survey is closed, the information will be tabulated and will be used along with previously collected feedback to formulate our opening proposals.

Participation, responses, and the survey results will be confidential. The survey is expected to take approximately thirty minutes to complete.

If you have received the survey, we encourage you to respond today! This random sampling survey will help to update the comprehensive AFA Negotiations Membership Survey conducted before the COVID-19 pandemic and financial crisis. Your participation will guide us to ensure our priorities remain consistent with previous data. Random sampling methodology only works if we have participation, and we need you for that.

The stakes are high. This is the first Contract we are negotiating post-JCBA and foundationally, we are coming from a much different and better place this time. Instead of working to combine three Contracts, we now come from a single Agreement where we are identifying improvements that are important to us.

For those Flight Attendants who were not selected, your responses to the original survey are already in place. Your voice is being heard. Everyone is encouraged to provide feedback through our InfoReps and Local Council Officers.

As we committed at the beginning of our preparation for negotiations, your feedback throughout the entire negotiations process will be important. Surveys are but one method we are using, and have used, to gather your feedback.



## OUR NEGOTIATIONS PROCESS AND AMENDABLE DATE EXPLAINED

For many of you this may be a simple reminder, but for some of our newest Members this upcoming round of negotiations will be the first time you participate in the process of Contract negotiations.

Whether it is the first experience of your career, or you have been through our last negotiations which resulted in the Joint Collective Bargaining Agreement (JCBA), these negotiations will be different.

Our focus in these negotiations is securing improvements to our current Contract. In our previous process we were combining language from three different Agreements into a single Joint Collective Bargaining Agreement (JCBA). That work involved bringing together different processes, from different Contracts, into a new way going forward. This often involved adopting the provisions of one pre-merger Contract.

Now, we are coming from a single, common starting point, from the same Contract and are ready to move forward with improvements to that Agreement. Now that we've been working together under one Contract since October 2018, we come from a common foundation and can look to make improvements with one voice. We have a real opportunity to make significant and meaningful changes for all of us, working together towards a common goal.

In talking about that process, let's focus on what an amendable date means and how that impacts our process going forward.

- **Amendable Date:** Our JCBA has an amendable date of August 28, 2021. We negotiated a provision for an early opener into the Joint Collective Bargaining Agreement (JCBA), which allowed us to commence negotiations 270 days prior to the amendable date, or any year thereafter. However, due to the COVID-19 pandemic, neither party has elected to exercise that provision yet.
- Under the Railway Labor Act, Collective Bargaining Agreements do not expire, they become amendable. For complete information on the Railway Labor Act and the negotiation process please visit our website.

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### Survey Completion Reminders:

*While the survey is open, participants may receive emails and/or phone calls from the University of New Hampshire (UNH), reminding them to complete and submit their survey responses.*

Contact from UNH will appear as follows:

#### Email Specifics:

From name: *University of New Hampshire Survey Center*  
Subject Line: *Contract 2021: AFA Flight Attendant Negotiations Survey II*

#### Phone Call Caller ID:

Number: *(603) 397-0660*  
Landlines will display as: *UNH Surv Ctr*  
Cell Phones will display as: *NH Call*

*\*\*Note As more and more carriers add "spam blocking" technology – Some phone carriers may display the call as "spam likely" when the call comes through. You may choose to add the UNH phone number to your phone contact list, and as a result, will not receive a warning.*



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- As we approach the August 28, 2021 date, either party (AFA or the company) has the ability to initiate Section 6 negotiations by giving notice. This can be done no more than 270 days prior to the amendable date, and no fewer than 30 days. What this means for us today, is that both sides have until July 28, 2021 (30 days prior) to give notice, and if neither party does, the next opportunity to give notice will be December 1, 2021 (270 days prior to the next amendable date).

Until we actually start direct negotiations with United, the focus of *Negotiations News* will be one of education and information on how you can get involved in support of our Negotiating Committee. While your Negotiating Committee continues to prepare for negotiations, there are three critical things we need each of you to do:

- **Get informed:** The best way to make good decisions is with factual, accurate information. The **only reliable** source of this information comes directly from your Union through our Negotiations Newsletter, InfoReps, and your Local Council Officers. Rumors, social media speculation, and local management are often not reliable and can be misleading. Stick to the facts, stick to your Union communications.
- **Get involved:** Simply knowing the facts isn't enough. You're going to have questions, and you're going to want to express your opinions. Get and stay involved. Attend meetings and take advantage of opportunities to engage with our Negotiating Committee. Engage in conversation with our InfoReps and your Local Council Representatives.
- **Get engaged:** So, you're informed and clear about what's going on. However, many of your Flying Partners may not be. The more of us who are truly informed and engaged, the better the final result will be. If one group of Flight Attendants becomes misinformed on an issue because of rumors, it has the potential to change an outcome that could otherwise be better. Everyone should make up their own mind about what is important to them, but everyone should also make those decisions based on facts, not falsehoods.



We're about to get busy. Are you ready?



### WHAT IS AN INFOREP?

InfoReps are specially trained Flight Attendants who will serve as a front-line source of reliable and factual information about our negotiations. [InfoReps](#) will be some of the first to receive information regarding our upcoming negotiations.

The InfoRep structure gives us the ability to quickly share information and will play a critical role in negotiations and ultimately afford us two-way communications, of important information, in a short period of time.

Some of the base objectives of an InfoRep are to have every Flight Attendant understand the importance of:

- Remaining informed through Negotiations Updates, AFA E-mails, and contact with their Local Elected Council Officers.
- Wearing an AFA pin every time they go to work, attending training or a meeting in either uniform or street clothes.
- Discussing with one another, face-to-face, the importance of standing together. This is known as Solidarity and where our Power comes from in Negotiations!



InfoReps are an important component to the success of our 2021 negotiations. Therefore, we encourage all Flight Attendants to get involved. These negotiations are about you!

FOR MORE INFORMATION, PLEASE VISIT  
OUR OFFICAL AFA UNITED  
NEGOTIATIONS WEBSITE AT:

[WWW.CONTRACT2021.ORG](http://WWW.CONTRACT2021.ORG)