



United Master Executive Council
Association of Flight Attendants
-CWA, AFL-CIO

Contract 2021 Negotiations News

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Check out our website, contract2021.org for additional resources & educational materials regarding the Railway Labor Act.

Negotiations Update

Direct negotiations are moving forward. During our sessions for February and March we have focused our discussions on the previously agreed sections to be introduced at the negotiating table. We have exchanged proposals on Section 1 - Recognition, Successorship and Mergers, Section 14 - Seniority, Section 21 - Alcohol and Drug Testing, Section 22 - Personnel Files, Section 23 - Grievance, Section 24 - System Board, Section 27 - Missing, Interned, Hostage or Prisoner of War and Section 31 - Union Security and Check-Off.

Section 14 - Seniority, was introduced to the negotiating table

by AFA and the Company introduced Section 31 - Union Security and Check-Off, the week of February 10, 2022.

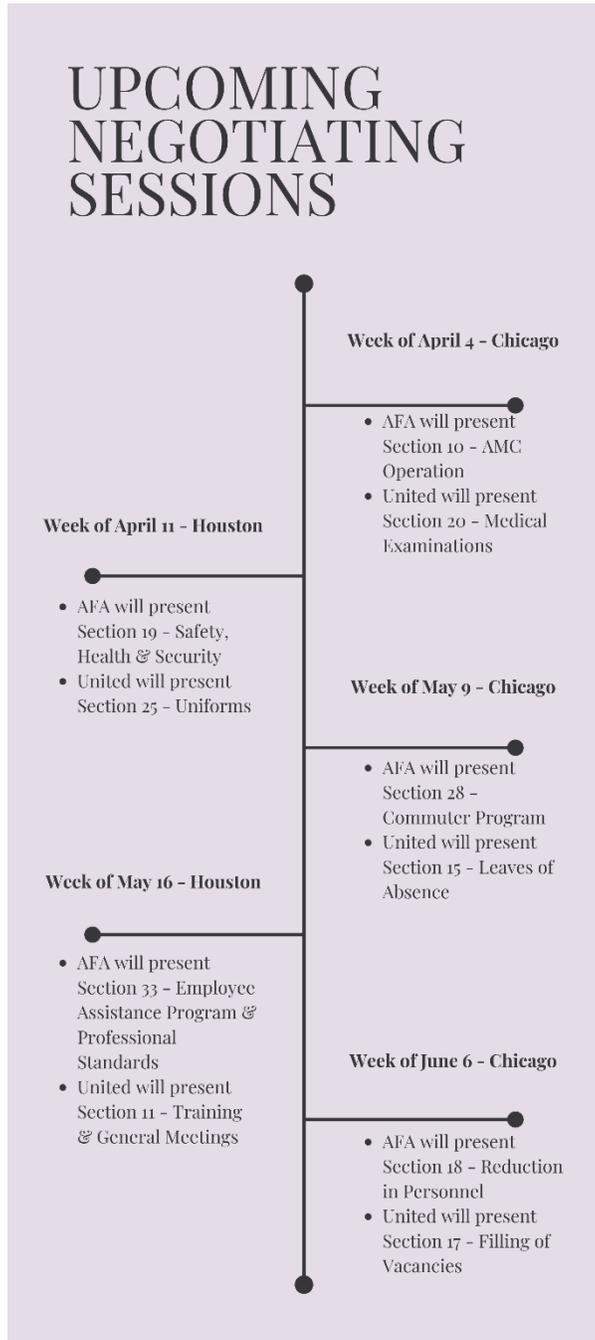
We continue to stress the importance of addressing the backlog of cases pending the System Board of Adjustment and improving the resolution of issues related to the locally based dispute resolution process (NODs).

Grievance, System Board and Personnel Files will continue to require more time as we move forward.

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Negotiations Update *continued...*

We moved our sick leave payout proposal from Section 27 - Missing, Interned, Hostage or Prisoner of War into Section 13 - Sick Leave, accordingly we closed out Section 27 in tentative agreement as 'book'. We will advance our sick leave bank payout proposal during the discussions on Section 13.



Having previously scheduled dates through the second quarter of the year for negotiating sessions, we identified the following sections/topics to be brought to the negotiating table.

While we have only been in direct negotiations for a very short period of time, we have moved quickly to schedule proposals to be discussed and to engage in deliberate discussions to support our proposals. Keep in mind, as part of the negotiations process, it is incumbent upon us to understand the issues United is introducing through their proposals.

If we are able to identify their core interests and they align with your interests, as identified in the Membership Surveys and other feedback we received from our meetings with you and your representatives, we will be in a position to close out further sections. Conversely, United also needs to engage in a similar deliberation so as to address our proposals, which are built on your feedback.

We look forward to being back at the negotiating table to advance your interests and to continue to move forward on a timeline that best positions us to take advantage of a recovering United Airlines and aviation industry.

Did you know we have provided for you on our website (contract2021.org), 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). We will continue to monitor the industry and will update the comparison as needed.

Why Alabama Coal Miners Are Still on Strike!



“Happy miners run more coal,” said one of the coal miners who are currently picketing at Warrior Met Coal in Brookwood, Alabama.

Of course, workers are more productive when they’re respected, well-compensated, and safe. Any argument to the contrary would betray a profound lack of understanding of both the labor market and human nature. To say otherwise, would be foolhardy. Unfortunately, there are a whole lot of fools who sign paychecks.

Instead of sitting down at the bargaining table and agreeing on a mutually satisfactory contract with the Union, Warrior Met has chosen to stall. And they’ve stalled to the point that unfair labor practice charges have been filed by the Union. This type of greed is not only grievously wrong to the workers, it’s bad for the business. The strike has cost Warrior Met nearly \$7 million and it’s still going on.

While circumstances have developed since the strike began 10 months ago, the conflict remains the same. The coal miners want a better Union contract, and the company doesn’t want to agree to it.

In an inspirational display of solidarity and unity, the miners have held fast to the same demands they made on April 1, 2021. At that time, their membership

overwhelmingly rejected a tentative agreement that had been negotiated between the company and the United Mine Workers of America.

The miners saw the agreement as a realignment of their current (2016) contract under which they’ve been working and created serious hardship for the workers. Most pointedly, Warrior Met brought in and rehired the laid-off workforce with the caveat that they’d have to accept a concessionary agreement and onerous pay cuts.

Nearly a year into the strike, despite mutual aid projects, donations from Unions and other labor support groups, things are not easy or acceptable by any means. Being on strike, despite the inspiring solidarity the workers and labor in general has demonstrated, is very, very hard. The Union motto has been “one day longer, one day stronger,” which they say, is not a threat: it’s a promise!



Standing strong in a strike is not easy, but when called upon to do so, it’s necessary. Better to be a part of a Union who’s fighting for equity and a fair contract than to continue to be disrespected and mistreated.

“One Day Longer, One Day Stronger.”



Starbucks Workers Remain Strong Despite Retaliation

Union busting continues to be a dirty tactic used by corporate entities to battle against a worker's right to Unionize. We have seen this most recently in Memphis, TN where seven Starbucks baristas were abruptly fired. The company cited violating safety and security. These protocols had never been enforced, even to the point that no worker had been punished in the past. Six out of the seven workers, were unsurprisingly part of those working to organize a Union.

Despite a massive anti-Union campaign and strong arming to fire pro-Union organizers, the Starbucks Workers United surges forward with their push, filing for elections to organize Unions in 140 locations across 27 states, including 6 stores which have already successfully Unionized.

What is incredibly encouraging is that these Union elections have the potential to have a profound effect for Starbucks workers nationwide.

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Piedmont Airlines Flight Attendants Ratify New Contract

Piedmont Airlines Flight Attendants, represented by AFA, voted to ratify a new contract. The four-year agreement provides substantial wage increases, a signing bonus, no cuts to their high-quality healthcare program, and meaningful work rule improvements, for 300 Piedmont Flight Attendants.

"This contract will make an immediate difference in our lives at Piedmont," said **AFA Piedmont President Keturah Johnson**. "We work hard as aviation's first responders and deserve to be recognized within American Airlines Group. This contract provides real improvements overnight and throughout the length of the contract. As we work with Piedmont to get this contract fully implemented, we will also organize with Flight Attendants across our industry to negotiate for continued improvements that reflect the value we bring to our airlines."



The contract follows a historic unanimous strike authorization vote by Piedmont Flight Attendants in October 2021, which changed dynamics at the bargaining table almost immediately. Under the Railway Labor Act, contracts become amendable and do not expire, and as a result there were years of mediation overseen by the previous administration without movement from the company.

Piedmont Airlines is a wholly owned regional airline of American Airlines Group.

Starbucks Workers Remain Strong Despite Retaliation *continued...*



In a growing movement of standing together, despite intense opposition, the goal is for Starbucks to have to eventually deal with a workforce that has the ability to achieve higher wages and better benefits; and in failing to do so, the company may be facing a crush of Union organizing that could *grind* production to a halt if their demands are not met.

As would be expected, Starbucks is doing everything they can to crush the Union organization in its infancy. They're using common Union-busting tactics including these retaliatory firings and mandatory anti-Union audience meetings.

Starbucks Workers United Solidarity Hack –

If you have the Starbucks app, it is super easy to change your first name to “Union Yes”, so it appears that way on all orders.

*Time to order all drinks
#UnionYes!*

Employees in the United States work and organize within the confines of very weak labor laws. The Economic Policy Institute found that employers were charged with [violating federal law](#) in 41.5% of all National Labor Relations Board (NLRB)-supervised Union elections in 2016 and 2017. Employers also threatened and/or retaliated against workers in nearly a third of all elections. And this is almost surely an undercount because companies are oftentimes able to avoid any legal ramifications by coming up with other excuses for firing Union organizers, which makes it hard to prove that it was in fact retaliatory.

On February 15, Starbucks Workers United held rallies for the seven fired Memphis workers in Memphis, Boston, Chicago, Seattle and Peoria. They were joined at a rally outside the Starbucks corporate office in downtown Chicago by community members, Service Employees International Union (SEIU) workers, other supportive labor organizations, as well as city council members Daniel La Spata and Byron Sigcho-Lopez.

Union organizers and supporters picketed in the windy lakefront weather, chanting, “Get up, get down, Chicago is a Union town!” The momentum only increased throughout the two-hour picket and was met with supportive honks and cheers from passing cars and pedestrians. One worker addressed the crowd: “We’re here to demand the jobs back of the seven from Memphis that were wrongfully terminated,” which was met with a roar of applause and cheers from the crowd and passersby.

Another worker said, “They tried to put out this fire by firing the Unionizing workers in Memphis, but they actually just poured gasoline on it.” The struggle is real. The rewards, priceless.

Dedicated to providing labor unions and associations worldwide
the best analysis and advice to help them reach their horizons and beyond

In our last edition of Negotiations News we introduced you to a new addition to our team, [Suzanne Balzer](#). This edition we'd like to give you an introduction to Jalmer Johnson, who's been working with and advising our Negotiating Committee since the beginning of our process.

We've asked Jalmer to put together a [video](#) that introduces his background, experience, expertise and the critical role he plays in our negotiations.

Jalmer has 40 years of experience advising Unions worldwide on economic and strategic financial matters.

Jalmer has used his knowledge, resources, and strategies to provide valuable insights in over 200 contract negotiations. His expertise and wealth of knowledge is a significant asset in the progression of our negotiations.

"It isn't all about you; it's about all of you" - Jalmer Johnson.

Our Negotiating Committee is made up of Flight Attendants with decades of experience, who know firsthand what's important to you through your feedback. They understand how everything fits together, because they fly under the same agreement as we all do. They are one part of our team, and others like Jalmer, Suzanne Balzer, AFA attorneys and subject matter experts all work collectively on our behalf to achieve our mutual success.



"It isn't all about you; it's about, all of you"

Negotiations & Social Media

Debating our individual likes, dislikes, or views of the Negotiations process has the potential to get heated. Even a simple statement that may not seem important, can be taken out of context and erode our solidarity. And once it is published, there is no taking it back. Most importantly, when we publicly discuss and comment on social media about what is important to us during the course of negotiations, management sees it too, and they will not hesitate to use that information against us. Make no doubt, management monitors social media and giving them a view into our Flight Attendant community provides them with an advantage we cannot allow, nor afford, them to have. Do not give management the advantage, keep social media for socialization and fun. Again, do not use social media to discuss our negotiations. Management is watching...