



# Negotiations & You

Negotiations: Strike Preparedness



Spring 2010

May 11, 2010

Ladies and Gentlemen:

We know we are willing to do **Whatever it Takes!** to achieve an Industry-Leading Contract. Our job now is to make sure management knows it too. As we have done from the beginning of our negotiations we have included a comparison summary of proposals. As you can see, management has continued their stall tactics and their concessionary proposals.

Even as we continue to meet according to the provisions of the Railway Labor Act (RLA) and under the auspices of the National Mediation Board (NMB), we must prepare for the end of that process when a release from mediation starts a 30-day countdown to a strike deadline. Especially once the pressure of a deadline provides immediacy to our negotiations, management must be absolutely convinced that we are committed to our proposals and ready to act in support of our negotiators. We have a proven strategic advantage on our side in that scenario and we must be ready to use it.

Since the beginning of our preparations for negotiations we have discussed the possibility of building a meaningful Strike Fund. We have discussed the bargaining leverage that comes with a well-funded Strike Fund and the confidence it provides would-be strikers. Throughout our discussions it became more clear than ever that United Airlines Flight Attendants were ready to consider historic action to build a Strike Fund through a temporary dues increase. The United Master Executive Council presented an Agenda Item for your consideration which included a funding schedule, strike benefit level and specific application process for strikers. We gathered your specific feedback on the Agenda Item through Local Council meetings and one-on-one discussions during the months of March and April.

On April 26, 2010 your elected leadership unanimously adopted a resolution to establish a Strike Fund with a benefit up to 75% of 100 hours at a striker's International rate of pay and to put to a Membership vote a temporary dues increase to build a meaningful Strike Fund.

The vote will ask if you endorse building a Strike Fund with a temporary \$3.75 monthly dues increase to remain in place only until a new Collective Bargaining Agreement is ratified. Ballot approval requires a two-thirds majority of valid votes cast. So, the decision is yours. The vote will open on May 24th close on July 5th, the day after the U.S. Independence Day; appropriate because we are fighting for fairness - a principle honored and enshrined in the fabric of our society nearly 250 years ago. Look for the Strike Fund ballot to arrive at your address on file with AFA.

Recognizing the value of every dollar we earn, imagine the powerful contribution you can make to our collective goals by supporting a temporary dues increase to create a meaningful Strike Fund. We encourage you to review all of the information about our Strike Fund, and ask yourself, "What are you willing to do to get an Industry-Leading Contract?"

The question of building a Strike Fund is really one about achieving our collective goals. Through your participation in surveys, Local Council meetings, direct feedback to our Negotiators at Roadshow meetings and other communications, email, phone and face-to-face conversations with your local representatives you set the priorities outlined in our Opening Proposal for an Industry-Leading Contract. Management may be stalling and attempting to out wait us by proposing more concessions, but their position can turn on a dime when they realize it's easier to reach an agreement than continue the fight. Building a meaningful Strike Fund sends a powerful message about our commitment to achieving our goals in an Industry-Leading Contract. **Whatever It Takes!**

In Solidarity,

Greg Davidowitch, President  
United Master Executive Council

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



[www.unitedafa.org](http://www.unitedafa.org)

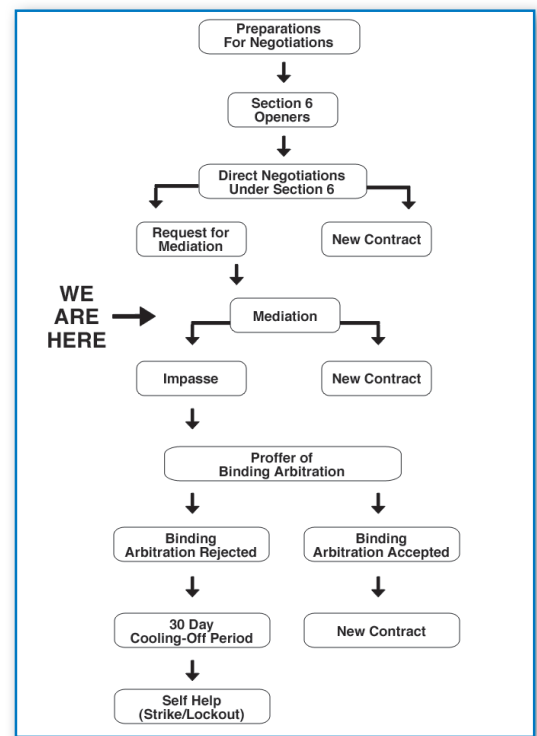


## Contract Negotiations in Mediation

We have been in mediation since August 7, 2009. The National Mediation Board (NMB) is overseeing our negotiations. **The mediator assigned by the NMB, Mr. John Livingood** (Mr. Livingood's bio is posted on [www.unitedafa.org](http://www.unitedafa.org)), **determines when and where we meet for mediation sessions along with the agenda for the mediation session.** This does not mean the parties are banned from meeting outside mediation, but to date management has refused to accept AFA's offer to meet any time – 7 days a week, 24 hours a day – to discuss the issues Flight Attendants have determined are important.

The Mediator had a schedule conflict that caused him to cancel the mediation session on the week of May 17th. Our next mediation session is schedule for the week of June 14th.

Our Contract required Negotiations for a new Agreement to begin nine months early and continue to progress with mediation last August in support of reaching a new Agreement by the amendable date, January 7, 2010. Management has failed to negotiate a new agreement with us and now United is running nearly 5 months late with our improved pay, healthcare, work rules and retirement security.



Management continues to present concessionary proposals in an effort to get Flight Attendants to work harder for less and as a means to delay negotiations for a new Contract. Our Negotiating Committee remains focused on achieving the pay, healthcare, work rules and retirement security improvements you determined were necessary and a priority when we created our Opening Proposal.

### Negotiations-to-Date

<b>Exchange of Openers</b>	April 6, 2009
<b>Joint Petition for Mediation</b>	August 7, 2009
<b>Total Direct Negotiations Sessions Held</b> (including joint mediation)	23
<b>Joint Mediation Negotiation Sessions Held</b>	7
<b>Closed Sections</b> (T.A. Reached)	7
<b>Open Sections</b> (No T.A. Reached)	28
<b>Months in Section 6 Negotiations</b>	14
<b>Total Days of Face to Face Negotiations</b>	63

### Closed Sections (Tentative Agreement Reached)

Each Section of the Contract will achieve a "T.A." or "tentative agreement" between the parties prior to a final agreement. Sections tentatively agreed (T.A.) upon are not final until a final agreement has been reached.

<b>Section 14</b>	Temporary Duty Assignment	<b>Section 28</b>	Missing, Internment, Prisoner of War Benefits
<b>Section 20</b>	Physical Examinations	<b>Section 29</b>	Worker's Compensation Benefits
<b>Section 25</b>	Personnel File	<b>Section 32</b>	Savings Clause
<b>Section 27</b>	System Board of Adjustment		
<b>Open Sections (No Tentative Agreement Reached)</b>			
<b>Section 1</b>	Recognition	<b>Section 16</b>	Uniforms
<b>Section 2</b>	Definitions	<b>Section 17</b>	Seniority
<b>Section 3</b>	Union Activity	<b>Section 18</b>	Vacations
<b>Section 4</b>	General	<b>Section 19</b>	Sick Leave
<b>Section 5</b>	Compensation	<b>Section 21</b>	Reduction in Personnel
<b>Section 6</b>	Expenses, Transportation & Lodging	<b>Section 22</b>	Filling of Vacancies
<b>Section 7</b>	Hours of Service & Contractual Legalities	<b>Section 23</b>	Leaves of Absence
<b>Section 8</b>	Minimum Pay and Credit	<b>Section 24</b>	Moving Expenses
<b>Section 9</b>	Flight Assignments & Scheduling Procedures	<b>Section 26</b>	Grievance Procedures
<b>Section 10</b>	Reserve Scheduling Procedures	<b>Section 30</b>	Union Security
<b>Section 11</b>	Deadheading	<b>Section 31</b>	Safety and Health and Security
<b>Section 12</b>	International	<b>Section 33</b>	Benefits
<b>Section 13</b>	Military Airlift Command	<b>Section 34</b>	Retirement
<b>Section 15</b>	Training and Meetings	<b>Section 35</b>	Duration & Letters of Agreement

## Contract Sections Discussed during Mediation since February's Negotiations & You Update

Management has not agreed to any new Tentative Agreements since the last update in February. The mediator has required the parties to review positions on several items already proposed prior to the mediator's involvement in the negotiations. He has asked for this review to help him gain an understanding of the status of our negotiations. Management has refused to present a proposal for Section 5 – Compensation.

<b>Mediation Session Weeks</b>	<b>Contract Section(s) / Topics</b>
February 22, 2010	Section 10 – Reserve Scheduling Procedures Section 12 – International Section 24 – Moving Expenses
March 15, 2010	Section 2 – Definitions Section 16 – Uniforms Section 35 Letters of Agreement Not Previously Discussed Furlough Rebid Process Reserve Move-Up Lines of Flying
April 20, 2010	Reserve Preferencing Dispute Resolution, Attendance and Performance Management Letter of Agreement Critical Coverage Section 16 – Uniforms

### ***The Value of a Strike Fund – Strike Preparedness***

As we vote on whether to create a Strike Fund specific to United Airlines Flight Attendants – with a \$3.75 dues increase – some have asked for more details on why we need a strike fund at all, and what having one will mean for our negotiations.

Some of the reasons for the fund are obvious. In the event of a strike, strikers face a potential loss of wages. Even when we are all making personal preparations in advance of a strike – paying down credit cards, avoiding major purchases, etc. – a sudden loss of income can create hardships for some. A strike fund is meant to help our strikers survive such hardships, and it's a show of support and Solidarity for their courage in going out on strike.

Nothing undermines strike Solidarity more than the accumulation of financial hardships, forcing members to make difficult financial choices. Just when everyone needs to stay focused on doing ***Whatever It Takes!*** we cannot afford to let financial concerns sidetrack us.

A strike fund also has great strategic value. Creating the fund will show management – in a way far more concrete than any picket sign – that we mean business and we're preparing to strike. We're preparing to back our strikers with our own hard earned money. Without a Strike Fund management, the media, the flying public and the mediator can more easily speculate that we don't have the resolve to do ***Whatever It Takes.*** They know what it means to have a financial punch behind our strike threat.

A strike fund is no small matter for those who strike. It's a tangible way for all of us to demonstrate that "we're with you, we've got your back." No strike is risk free, but with a strong strike fund we can reduce the risk, and give everyone the confidence that our entire community of Flight Attendants stands as one with our strikers.

Even as we continue work with the mediator to get a Contract without having to resort to self help, we must be prepared to take all legal action necessary to get the Contract we have earned. The best way to avoid a strike in the end, is to be completely and utterly prepared for one so our negotiators will be bargaining from a position of strength. We prepare for a strike both as a means to execute a successful strike, should it become necessary, and as means to demonstrate to management that we are not only willing, we are ready to do ***Whatever It Takes!***

# Status of Negotiations - Comparison of Proposals

May 11, 2010

On April 6, 2009 we presented a 148-page Opening Proposal of the Contractual improvements you determined were our priorities through Member negotiations surveys, discussions at the Roadshow in the fall of 2008, feedback to your Local Council and direct interaction with our Negotiating Committee. On the same day management presented a 4-page letter of generalities with concessionary verbiage in reference to pay, healthcare, work rules, job security and quality of work life.

After 53 weeks of negotiations management continues to present proposals in bits and pieces. We have completed a review of all Sections of the Contract and management has reviewed 34 of 35 Sections of our Collective Bargaining Agreement. The following is a summary reminder of our proposal set in contrast to the proposals made by management to this point. This is just a summary, and may not include full review of our collective goals as contained in our 148-page Opening Proposal. View our Opening Proposal document and video anytime at [www.unitedafa.org/contract/negotiations](http://www.unitedafa.org/contract/negotiations).

Each Section of the Contract will achieve a "T.A." or "tentative agreement" between the parties prior to a final agreement. Sections tentatively agreed (T.A.) upon are not final until a final agreement has been reached. A tentative agreement on the full Contract will only take effect if ratified by AFA Members

Red = Updated changes from February 12, 2010

Book = Current Contract

Section 1 – Recognition		Section 2 – Definitions	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Other employees or vendors to perform Flight Attendants' work</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase holidays</li> <li>• Same day reassignment ("fake 3-day" fix)</li> <li>• EWR/JFK/LGA Co Terminals (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Decrease holidays</li> <li>• CRAF, MAC, Hawaii, Caribbean, Canada, Mexico, Central and some South America domestic flying with domestic pay &amp; work rules.</li> <li>• HNL domestic domicile</li> <li>• EWR/JFK/LGA Co Terminals (Agreed)</li> </ul>
Section 3 - Union Activity		Section 4 – General	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase FPL</li> <li>• Union office space</li> <li>• No use of disapproved hotels</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Reduce FPL</li> <li>• Restrict Union Travel</li> <li>• Eliminate requirement for eating facilities to be on site at layover hotels (3.K. Layover Hotels)</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase PTO</li> <li>• No fee for CJA</li> <li>• Reciprocal Cabin Seat Agreements</li> <li>• Recording of Crew Desk</li> <li>• International domiciles direct deposit</li> <li>• International On-Board rest facilities improvement</li> <li>• Signature required mail</li> <li>• Current book for \$50 minimum reimbursement check (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate PTO</li> <li>• Deny CJA on weight restricted flights</li> <li>• Eliminate flight crew lounges for sits over 3 hours</li> <li>• Intentional selective deviation from staffing standards</li> <li>• Current book for \$50 minimum reimbursement check (Agreed)</li> </ul>
Section 5 – Compensation		Section 6 - Expenses, Transportation & Lodging	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase pay</li> <li>• Increase reserve guarantee and override</li> <li>• Merged pay scale</li> <li>• Longevity</li> <li>• Drafting pay</li> <li>• Penalty pay</li> <li>• New "ground pay"</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Management continues to refuse to present a proposal for compensation. Instead, Doug McKeen presented a letter to the media insinuating a proposal of Continental pay rates, only if we give up our work rules, job protections and benefits similar to the Continental Contract. Reality is that no compensation proposal has been presented.</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase expenses</li> <li>• Greater of \$50 or 50% of cost of room for not using layover hotel (counter-proposal)</li> <li>• Downtown for layovers over 15 hours</li> <li>• Increase crew meals</li> <li>• Actual reimbursement for cab or transportation</li> <li>• Increase parking reimbursements</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• 32 hours – Downtown</li> <li>• \$20 payment for not using layover hotel (contingent on other concessions)</li> <li>• Intl layover hotel room – wait 2 hours before self help</li> <li>• No hotel for sits under 5 hrs</li> <li>• Eliminate crew meals</li> </ul>

<b>Section 7 - Hours of Service &amp; Contractual Legalities</b>		<b>Section 8 - Minimum Pay and Credit</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase RSV # of days off</li> <li>• Shorten duty day</li> <li>• Increase legal rest</li> <li>• Improve crew rest</li> <li>• Key-in-hand</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate Quarter System</li> <li>• Eliminate rest provisions: <ul style="list-style-type: none"> <li>• 8-in-24</li> <li>• 30-in-7</li> <li>• 1-in-7</li> </ul> </li> <li>• Extend Maximum Duty Time to 17 hours, or more when last segment is Deadhead</li> <li>• Reduce Legal Rest to 8 hrs</li> <li>• Expand Field Layovers to a hotel within approximately 30 minutes of airport</li> <li>• Weaken the limitations on Night-Into-Day Flying</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increased duty rigs</li> <li>• 8.J. reassignments</li> <li>• Drafting pay</li> <li>• Increase call out pay</li> <li>• Full pay for holding</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate minimum duty rigs (5/10/15/20)</li> <li>• Reduce trip rig – time away from home (1 for 4)</li> <li>• No longer pay the greater of actual or scheduled</li> <li>• Holding time paid after 1 hr</li> </ul>
<b>Section 9 - Flight Assignments &amp; Scheduling Procedures</b>		<b>Section 10 – Reserve Scheduling Procedures</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase staffing</li> <li>• Reassignment pay</li> <li>• Trip trading improvements</li> <li>• Lower line averages</li> <li>• No conversion from DHD for service enhancement</li> <li>• Eliminate required purser qualification for domestic</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Increase line of flying average</li> <li>• Eliminate the printing of all bid materials</li> <li>• Expand language qualified positions to domestic and double the number</li> <li>• Restrict # of buddy bids</li> <li>• Prevent trades that lower lines below 50 hours</li> <li>• Mix Intl and Dom IDs</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Improve Reserve Scheduling procedures - preferencing</li> <li>• Improve Reserve trading procedures</li> <li>• No more than 3 conversions to Ready per month</li> <li>• No more than 3 STBY assignments per month</li> <li>• Increase Reserve days off</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate Ready Reserve 4 hrs notice prior to departure</li> <li>• Standby Reserves to be assigned to board/deplane flights and perform pre-departure duties when not assigned as a working crewmember</li> </ul>
<b>Section 11 - Deadheading</b>		<b>Section 12 – International</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Seating assignments and upgrade procedures</li> <li>• Economy Plus and exit row seat booking for Economy</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• ½ credit for DHD</li> <li>• Booked in Economy for all DHD, including international</li> <li>• .05 per diem increase if we agree to all other concessionary proposals in this section</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Reassignment &amp; drafting pay</li> <li>• Reduce duty day</li> <li>• Increase legal rest</li> <li>• West Coast and Hawaiian turn restrictions</li> <li>• Eliminate selection and increase Purser Training</li> <li>• Purser discretion for Onboard rest</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Reduce legal rest minimum to FAR</li> <li>• Eliminate place of lodging minimum</li> <li>• Reduce restrictions to mix Domestic and International</li> <li>• Crew meals for flights over 8 hours, downgrade quality</li> <li>• Use of crew rest facilities by other employees</li> <li>• Max 4 Language Qualified per flight</li> <li>• Eliminate RSV guarantee</li> </ul>
<b>Section 13 - Military Airlift Command</b>		<b>Section 14 - Temporary Duty Assignment (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• MAC as domestic flying</li> <li>• Company agrees to language in current book for MAC flying death, disability, workers' comp and missing, internment and prisoner of war benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	

<b>Section 15 - Training and Meetings</b>		<b>Section 16 – Uniforms</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Full pay for training and travel</li> <li>• AFA approved hotel</li> <li>• Increase IST Training</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate 3-hour min pay guarantee</li> <li>• Flight Attendants removed from schedule subject to 8.J. reassignments.</li> <li>• Eliminate 1-in-7 protection</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• No advertising on uniforms</li> <li>• Clarify uniform points</li> <li>• Clarify for replacement due to wool allergies (Agreed)</li> <li>• Limited exception to distinctly different uniforms (Agreed)</li> <li>• Make winter coat part of basic uniform (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Clarify for replacement due to wool allergies (Agreed)</li> <li>• Limited exception to distinctly different uniforms (Agreed)</li> <li>• Make winter coat part of basic uniform (Agreed)</li> </ul>
<b>Section 17 - Seniority</b>		<b>Section 18 – Vacations</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• 7 year accrual while on Medical Leave of Absence</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Increase number of yrs of seniority accrual &amp; decrease number of yrs with access to benefits while on MLOA</li> <li>• Flight Attendants who transfer to Onboard Management to retain and accrue seniority indefinitely</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase vacation days</li> <li>• Increase vacation pay</li> <li>• Increase allocation for interim bids</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Decrease vacation days to max 28</li> <li>• Withhold 25% of allocation during annual vacation bid process</li> <li>• Eliminate vacation pay advance</li> </ul>
<b>Section 19 - Sick Leave</b>		<b>Section 20 - Physical Examinations (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase monthly sick leave accrual to 6 hours</li> <li>• Occupational continuance</li> <li>• Direct deposit for Occupational reimbursement</li> <li>• Cash out of sick leave bank at retirement or resignation</li> <li>• Use of sick leave for family member</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Reduce monthly sick leave accrual to 3 hours</li> <li>• Sick leave paid at 75% of hourly rate of pay</li> <li>• No sick leave accrual on sick leave status</li> <li>• Eliminate sick leave make up</li> <li>• Reduce use of sick leave pay to supplement Occupational benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	
<b>Section 21 - Reduction in Personnel</b>		<b>Section 22 - Filling of Vacancies</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Clarify Probationaries' ability to participate in Voluntary Furlough</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Limited furlough rebid</li> <li>• Probationaries excluded from voluntary furlough</li> <li>• Probationaries included in involuntary furlough</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase COMAT</li> <li>• Right of return to closed domiciles</li> <li>• Right of return for surplus</li> <li>• Ability to transfer while on leave</li> <li>• Secure visas for Intl Domicile closure</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate settling time for all voluntary transfers including new domiciles</li> <li>• Eliminate hotel for new hires or for newly established domiciles</li> <li>• Eliminate annual BP-3 for Intl Domiciles</li> </ul>
<b>Section 23 - Leaves of Absence</b>		<b>Section 24 - Moving Expenses</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Medical Leave of Absence increase to 7 years</li> <li>• Increase maternity, paternity, adoption leave to 180 days</li> <li>• FMLA improvements</li> <li>• Ability to be awarded new leave from leave status</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Elimination of 12 month minimum on LOA before Flight Attendant kept off pay status until re-qualified</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate moving expenses for new domiciles</li> </ul>
<b>Section 25 - Personnel File (T.A.)</b>		<b>Section 26 - Grievance Procedures</b>	
<ul style="list-style-type: none"> <li>• All complaint letters/inflight observations removed after 12 months</li> <li>• Extend time to place reports in Flight Attendants' Personnel File by 6 days after receipt at domicile</li> </ul>		<b>AFA</b> <ul style="list-style-type: none"> <li>• Book</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• MEC grievance to be filed within 60 days (26.D.)</li> <li>• LEC grievance to be filed within 60 days (26.E.)</li> </ul>
<b>Section 27 - System Board of Adjustment (T.A.)</b>		<b>Section 28 - Missing, Internment, Prisoner of War Benefits (T.A.)</b>	
<ul style="list-style-type: none"> <li>• Provision to ensure 80 days of System Board are used</li> </ul>		<ul style="list-style-type: none"> <li>• Book</li> </ul>	

<b>Section 29 - Worker's Compensation Benefits (T.A.)</b>		<b>Section 30- Union Security</b>	
<ul style="list-style-type: none"> <li>• Book</li> </ul>		<b>AFA</b> <ul style="list-style-type: none"> <li>• Clarify dues collection</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Modify Union Security and the processing of dues</li> </ul>
<b>Section 31 - Safety and Health and Security</b>		<b>Section 32 - Savings Clause (T.A.)</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Request for information</li> <li>• Access to secure areas</li> <li>• Fatigue protection</li> <li>• Air quality protection</li> <li>• Pesticide protection</li> <li>• Communicable Disease Policy (Agreed)</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Communicable Disease Policy (Agreed)</li> </ul>	<ul style="list-style-type: none"> <li>• Book</li> </ul>	
<b>Section 33 - Benefits</b>		<b>Section 34 - Retirement</b>	
<b>AFA</b> <ul style="list-style-type: none"> <li>• Premiums lowered &amp; capped</li> <li>• Coordination of benefits</li> <li>• Improve prescription drug program</li> <li>• Modernize health and wellness charts</li> <li>• Short term disability</li> <li>• Lower retirement age to 50</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Decrease medical, dental and prescription drug benefits</li> <li>• Increase premium contribution &amp; eliminate cap</li> <li>• Increase prescription drug costs</li> <li>• Restrict access to benefits</li> <li>• Eliminate company paid retiree healthcare for future retirees</li> <li>• "Lifestyle" wellness program</li> <li>• Medical/dental benefits limited to 1 year while on medical LOA</li> <li>• Eliminate HMOs</li> <li>• Eliminate Company subsidy for pre and post medical coverage for future retirees</li> </ul> <p>(Chart on <a href="http://unitedafa.org">unitedafa.org</a> fully describes management's concessionary proposal for healthcare.)</p>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Increase direct contribution and match to 401(k) or equivalent</li> <li>• Roth IRA</li> <li>• Annuity feature</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Eliminate company paid direct contribution to 401(k)</li> <li>• Eliminate UK Stakeholder Plan and other similar international plan</li> <li>• Eliminate Union oversight</li> </ul>
<b>Section 35 - Duration (and Letters of Agreement)</b> Letters on which we have reached Tentative Agreement=Current Book		<b>Hotel Standards</b>	
<ul style="list-style-type: none"> <li>• AFA Staff Travel</li> <li>• Commuter Policy/Personal Emergency</li> <li>• Donation Check-Off Procedures</li> <li>• Extended Duty Time International</li> <li>• Low Cost Operation</li> <li>• Non-U.S. Tax Deferral</li> <li>• Recognition of International Domicile Issues</li> <li>• Safe Airlines</li> <li>• 747 Dumbwaiter</li> <li>• Taking Tickets Off Aircraft</li> <li>• Wage Garnishment</li> </ul>	<ul style="list-style-type: none"> <li>• Commuter Policy</li> <li>• Distribution Agreement (Equity)</li> <li>• Duty Free Commission</li> <li>• Duty Free Employee Discount</li> <li>• International Flying Distribution</li> <li>• Onboard Research</li> <li>• Reserve Pagers</li> <li>• Resignation Special Pass Benefit</li> <li>• Special Assignment Calculation</li> <li>• Training Jumbo Qualification</li> </ul>	<b>AFA</b> <ul style="list-style-type: none"> <li>• Incorporate into Agreement</li> </ul>	<b>United Management</b> <ul style="list-style-type: none"> <li>• Lower overall standards</li> <li>• Decrease in hotel safety requirements</li> <li>• Eliminate requirement for eating facilities to be on site at layover hotels</li> </ul>



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# Negotiations: Strike Preparedness

<i>Qualified Purser Program (Sections 9 &amp; 12)</i>		<i>Satellite Domiciles</i>	
<p><b>AFA</b></p> <ul style="list-style-type: none"> <li>• Eliminate qualified Domestic Purser</li> <li>• Purser training in system seniority 6 times per year</li> <li>• Eliminate selection process</li> </ul>	<p><b>United Management</b></p> <ul style="list-style-type: none"> <li>• Restrict Purser schedule flexibility</li> <li>• Increased requirements to maintain qualifications</li> <li>• New Purser program with restricted access, no grandfathering of existing Pursers</li> <li>• Training at company discretion</li> <li>• Company can disqualify at will – no grievance process</li> </ul>	<p><b>AFA</b></p> <ul style="list-style-type: none"> <li>• No proposal</li> </ul>	<p><b>United Management</b></p> <ul style="list-style-type: none"> <li>• Must live within 75 miles of satellite airport and be based at domicile associated with satellite</li> <li>• Flight Attendants expected to “maintain discipline-free record”</li> <li>• Prudent Commuter Letter does not apply</li> <li>• Company determines when and where to open and close</li> <li>• Flight Attendant must make 12-month commitment to Satellite Location</li> <li>• Company will give 45-day notice if no flying assigned to Satellite</li> </ul> <p><b>Scheduling:</b></p> <ul style="list-style-type: none"> <li>• No Trip Trade with Open Flying</li> <li>• No PTO</li> <li>• Flight Attendants expected to have trip covered if unavailable/sick</li> <li>• Vacation month scheduled at Home Domicile</li> <li>• No scheduling interaction with Home Domicile (no trades, open flying...)</li> </ul>
<i>“Preferential” Bidding System</i>			
<p><b>AFA</b></p> <ul style="list-style-type: none"> <li>• No proposal</li> </ul>	<p><b>United Management</b></p> <ul style="list-style-type: none"> <li>• Awards based on Conditional bid model - must bid within specific category: International/Domestic/ Reserve/Purser/LQ</li> <li>• Buddy bids not guaranteed</li> <li>• Mixed qualified Purser F and B lines</li> <li>• Eliminate provision for least desirable flying to be left in Open Flying</li> </ul>	<ul style="list-style-type: none"> <li>• Eliminate printed bid materials</li> <li>• Eliminate minimum number of bid preferences</li> <li>• Eliminate sliding vacation to fly overlap</li> <li>• Eliminate minimizing flying from different co-terminals</li> <li>• Eliminate minimum of reserves with weekend off</li> <li>• Eliminate Aggressive Pick-up Program</li> </ul>	