

SECTION 3
UNION ACTIVITIES

A. Bulletin Boards

1. A locked glass enclosed bulletin board marked "Union" shall be provided by the Company in an area accessible to Flight Attendants, at each domicile point and co-terminal. Keys shall be issued to the Local Executive Council President and the Manager Onboard Service.
2. The bulletin boards are for all Union materials.
3. The Company will not remove material from these bulletin boards before it has made a reasonable effort to contact the LEC President, the LEC Vice President, or the LEC Secretary/Treasurer, or designees. In the event of a dispute over the removal of an item, the matter shall immediately be reviewed by the Director Labor Relations-Onboard or designee and the MEC President or designee. Bulletin board postings may not contain derogatory remarks about any Company personnel.

B. Bulletin Books

Bulletin books marked "Union" shall be provided by the Company at all domiciles and co-terminals.

C. Locked Boxes

Locked boxes marked "Union" will be provided by the Company at all domiciles and co-terminals.

D. Union Activities While On Duty

Flight Attendants, while on duty, shall not engage in Union activities unless provided for in this Agreement.

E. Union Pin

Flight Attendants shall be permitted to wear the official Union pin on a place visible on all Flight Attendant uniforms. The Company reserves the right to designate the location where the official Union pin may be worn.

F. Transportation

1. Flight Attendants shall be furnished non-revenue, positive space (NRPS) transportation when on approved Union business.
2. The Company shall provide each MEC Officer, MEC Grievance Chairperson, LEC President or acting LEC President, System Board member and Negotiations Committee member a jumpseat travel authority card for use on available cabin jumpseats.

G. Releases

The Company shall honor all requests of the Union for release of Flight Attendants for Union business consistent with the needs of the service. If an AFA release will cause a reserve to be unable to be assigned on her/his remaining days of availability, the reserve will be placed on AFA release for the day requested and for the subsequent days on, in the reserve block. AFA releases may be made up in accordance with the provisions of Section 9.G.3., 9.I.4.d. and 12.Q.4.d. at any time in the two (2) subsequent schedule months.

H. Distribution of Material

The LEC President or her/his specifically authorized designee at each domicile shall be allowed use of Company Flight Attendant mail boxes for distribution of Union materials provided that prior to each distribution the content of such material is reviewed by the Company. Such material shall be reviewed as follows:

1. Single domicile distribution — local Manager of Onboard Service or designee.
2. System wide distribution — Senior Vice President–Onboard Service or designee.
3. If the Union desires to use Company Flight Attendant mailboxes for other purposes than listed above, they may request such use from the Senior Vice President–Onboard Service or designee.

I. MEC Information

The Company shall provide the MEC President or designee with the following:

1. A monthly list of all Flight Attendants who illegally exceed the monthly or quarterly flight time limitations and the hours they have flown, upon request of the MEC President.
2. A list of all names and addresses of furloughed Flight Attendants.
3. A list of all names and addresses of recalled Flight Attendants.
4. A copy of each monthly flying schedule with key pages, including any additional IDs built after key pages have been printed and all Reserve Move-Up lines.
5. A copy of the current System Seniority List.
6. A current address list of all Flight Attendants at Company cost.
7. On a weekly basis, the number of Flight Attendants drafted daily, as defined in Section 2.I. and the flights and dates involved.
8. The number of charters and International Charters by domicile and the number of hours on a monthly basis.
9. A quarterly list of all transfer requests on file.
10. Each January and July a list of all Flight Attendants who are or have been on special assignment. Such list will include the nature and duration of the assignment(s).
11. Special TDY information
 - a. The names and file numbers of people accepting the assignment as well as the location of such assignments.
 - b. Copies of reserve lines of flying.
12. A copy of the daily Company NewsReal or equivalent.
13. Upon request, the Senior Vice President-Onboard Service will review with the MEC President, the monthly domicile and System Flight Attendant Utilization Report, and the Domicile and System Monthly Flight Attendant costs, as well as the annual summary for each.

14. The names of Flight Attendants displaced, on a monthly basis and the names of the Management and Union employees who displaced.
15. Upon request, the parameters and documentation used to establish the foreign currency exchange rates for Flight Attendant paychecks.
16. Such information shall be provided via automated means, whenever possible.

J. LEC Information

The Company shall provide each LEC President with the following:

1. A monthly list of all Flight Attendant telephone numbers.
2. Relief and reserve move-up lines of flying each month.
3. A list of transfers in and out, new hires and terminations and leaves of absence (the date of commencement and duration) on a monthly basis.
4. A copy of all bid awards. Copies of Flight Attendants' computer bid screens, including relief bids, shall be maintained by the Company for a minimum of one hundred twenty (120) days.
5. A list of all address and telephone number changes monthly.
6. On a weekly basis, the number of Flight Attendants drafted daily, as defined in Section 2.I. and the flights and dates involved.
7. A copy of the domicile seniority list.
8. A monthly list of all flight segments with the number of positions understaffed.
9. A copy of the current System Seniority List.
10. Upon request, a list of open flying requests and assignments.
11. TDY bid notices and the names of all Flight Attendants who are awarded positions in the TDY.
12. Such information shall be provided via automated means, whenever possible.

K. Layover Hotels

1. The Company and the MEC President/designee will select hotels for inspection at layover cities in accordance with the WHQBQ/Union Operating Charter and will compile a list of hotels which provide safe, clean and quiet accommodations with adequate and available eating facilities.
2. In the event that the Union does not agree with the Company's decision on a layover hotel, the MEC President/or designee may request a review of that decision by the Senior Vice President-Onboard Service.

L. Uniform Fire Testing

Material used in future Flight Attendant uniforms shall conform with Class I standards of the Federal Flammability Standards Act, Public Law 88, Section 4a. The Company will provide the results of such tests to the Union prior to manufacturing.

M. Uniform Changes

The MEC President or designee shall be given advance notice in writing of the Company's intent to change or update the uniform and/or accessories or any portion thereof. Subsequent to such notification, the MEC President or designee shall be invited and shall meet with the Company throughout the planning and changeover process, and shall be afforded the opportunity to make recommendations. In the event the Union and the Company disagree with regard to color, fabric, uniform items or accessories, the Union shall be given the opportunity to review their recommendations with the Senior Vice President-Onboard Service prior to making a final decision.

N. Union Schedule Committees

1. Central Schedule Committee

- a. The Company and the Union Central Schedule Committee will meet every month, or more frequently if necessary. The purpose of these meetings will be to review flying assigned to and lines constructed for both Domestic and International Flying.

- b. Hotel, transportation and meal expenses incurred for meetings which involve reviewing the flying assigned to the domiciles will be paid by the Company. Flight pay loss for these meetings will be borne by the Union.

Hotel, transportation and meal expenses incurred for meetings which involve reviewing the construction of lines of flying will be paid by the Union. Flight pay loss for these meetings will be borne by the Company.

All costs incurred for additional meetings required between the Company and the Union involving scheduling issues will be borne by the Company.

2. Local Scheduling Committee

- a. A Union Local Schedule Committee shall be established at each domicile. The function and purpose of this Committee shall be to consult with and make recommendations to the Company consistent with the provisions of the Agreement as to the manner in which monthly flying schedules are made up for preferencing by Flight Attendants. The Committee will normally be given at least five (5) days for Domestic and at least seven (7) days for International each month, to review the IDs assigned to that domicile for the subsequent month and to make such recommendations to the Company as to the preparation of the lines of flying. If circumstances preclude giving the full five (5) days, the Committee will be given as many days as possible to prepare its recommendations. If the manner in which the monthly flying schedules are made up does not require an increase in the number of Flight Attendants at the domicile, lower the utilization of Flight Attendants or unreasonably worsen the working conditions of the junior Flight Attendants, the monthly schedules may be constructed to allow a choice of working conditions for Flight Attendants preferencing.
- b. Union Schedule Committees may make recommendations to the Company as to the sequencing of trips for relief and reserve move-up lines as soon as possible after receiving the monthly DSL. These recommendations will be taken into consideration for the construction of the lines.

3. In the event a computer program is developed to provide more efficient methods of producing the lines of flying, the Local Schedule Committee will indicate its preference as to the grouping and sequencing of IDs in the lines of flying and reserve days off lines to WHQSK and their recommendations shall be reviewed and utilized in accordance with Paragraph N.2. of this Section in the development of the final monthly flying assignment.

a. If it is possible through this computer program to balance time in the lines of flying, the Local Schedule Committee will be given a copy of the lines as they appear both prior to and following such balancing. The Committee shall then be given at least three (3) days to review the lines of flying and to make recommendations to WHQSK for changes it desires to the grouping and sequencing in the lines.

b. WHQSK – Onboard Crew Resources will provide the Manager Onboard Service with the lines of flying as soon as it is computed by WHQSK – Onboard Crew Resources.

These computer produced lines of flying shall include on each page the appropriate key page information for the ID numbers appearing on that page.

O. Four Day ID

The Company shall not schedule a three (3) duty period ID which projects into a fourth (4th) calendar day without the mutual consent of the MEC President or designee.

P. 8 in 24 Waiver

For scheduling purposes, the eight in twenty-four (8 in 24) rest provision may be waived by mutual consent by the Company and the MEC President or designee.

Q. Relief Line Bidding

The Company and the Union shall make relief lines of flying available for bidding by Flight Attendants awarded “RLF” during the general bidding. In the event there is insufficient time, the Company shall notify the LEC President/designee.

R. Union Flight Pay Loss

Upon request, the Company shall provide flight pay loss for ID(s) dropped to a maximum of eighty-five (85) hours per month for Local Council President, or designees, for the purpose of conducting Union business for United Flight Attendants. In addition, the Company shall provide flight pay loss for ID(s) dropped to a maximum of three hundred forty (340) hours per month, to be administered by the Master Executive Council President for the purpose of conducting Union business for United Flight Attendants. It is understood that this time will not be used for the purpose of contract negotiations or for a System Board Member.

Upon request, the Senior Vice President-Onboard Service may authorize additional flight pay loss for issues of mutual interest.

S. The Company shall allot two (2) hours per class at the Flight Attendant Training Center to address each class of trainees by a representative of the Union.

T. Upon request, the Company shall meet with the Union concerning matters relating to Flight Attendants.

U. The Company will make every effort to provide the Union with office space at domicile locations. Such space will be non-contiguous to Onboard Service. If space owned or leased by the Company can be made available, it shall be provided at no cost to the Union. Otherwise, the Company shall assist the Union in obtaining space and related costs will be borne by the Union. The Union will be given no less favorable consideration than any other labor organization in regard to the continued availability of space for union offices on Company property. The Company shall also provide a Unimatic terminal with an associated printer at the MEC and LEC offices. This terminal will be authorized mode 46 access. The Company will retain ownership and perform all required maintenance of the equipment. Additionally a Unitel telephone line shall be provided and all associated costs shall be borne by the Union.