

Debrief

AFA Debrief - August 28, 2025

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Your Voice Shapes our Future, Complete the Negotiations Survey by September 3rd

The deadline to complete the Negotiations Survey is quickly approaching. All surveys must be submitted by Tuesday, September 3rd at 12:00 PM ET to ensure your voice is heard.

This targeted survey is to identify why TA1 did not ratify. Given the limited time the mediator has scheduled for us, our Negotiating Committee will be working primarily on the core issues that are identified by Members. Your participation in the survey is essential to help define these priorities. Without Member input, we cannot fully capture the collective voice of our Flight Attendant community.

Every response strengthens our position. Every survey completed builds the foundation to move negotiations forward. Don't leave your voice unheard. Take a few minutes to [complete the survey today!](#)

Together, we are stronger. Together, we will progress towards the Contract we deserve.

Reserve Availability List - Interim Process

MEC Reserve Committee

Yesterday, August 27th we provided an update through a Special Edition of [AFA Debrief](#) on the current status of the IT issue impacting the Reserve Availability screen in CCS. It outlined the issues behind the system failure and our plan to support Reserve Flight Attendants until technology improvements can be provided by management.

Last night we rolled out the first snapshots of the [Reserve Availability list](#) on our Union website with the 1930 snapshot. This morning, we ran into issues posting the 0700 Reserve Availability snapshots, delaying information for the East Coast and Midwest bases. We have worked with management and issues have been resolved. We are now back on schedule with the 1400 Availability List.

To provide background on the temporary solution, the list, provided by management, for each base is sent separately and must be coded and uploaded to its location to be accurately and securely linked. We are continuing to pursue the most efficient way to quickly get the snapshots posted for Members so they can use this information to better prepare for their days on Reserve.

Thank you for bearing with us. We will continue working to refine the process to provide the timeliest information possible. Please continue to visit the Reserve Availability List on our website and reach out to your Local Reserve Committee with any questions you may have.

MEC Benefits Committee Update 2025

MEC Benefits Committee

Last week the United MEC Benefits Committee met with management representatives from the Insurance (Health & Wellness), Worker's Compensation and Retirement groups.

During our meeting with the Health & Wellness group on August 21st we learned that annual benefits enrollment for the 2026 plan year will take place as follows:

Employees: October 6 – October 24

Retirees: October 27 – November 14

We noted that this is a reversal in the annual enrollment window order from what has been done in recent Annual Open Enrollment periods. It was explained that this was being done in order to align Retiree Open Enrollment with the Medicare Annual Open Enrollment period, which opens October 15th.

The company advised us that they plan to offer several new insurance plans in addition to the required contractual plans. Details of these plans will roll out in the coming weeks.

Later that day, we met with the Worker's Compensation group. The Benefits Committee offered several recommendations for changes to make the Worker's Compensation (WC) Packet more user-friendly. We discussed WC reimbursement processes for our LHR Members and Sedgewick's obligations to contact injured Flight Attendants in a timely manner.

On August 22nd, we met with the Retirement Group, where we had a number of broad conversations regarding investment strategies, oversight, and administration of our CARP, IAMNPF, and 401(k) plans, which allowed us to obtain a better understanding of the make-up of the investment committees for each. Funding of the defined plans is at an appropriate level and is on target.

We also escalated several individual and former Members' issues regarding their pension benefits to be addressed and resolved.

Welcome Class 2524!

Every time a new Flight Attendant joins our career, they bring with them their unique talents and abilities, further strengthening our profession and our Union. On behalf of United AFA, we would like to extend a warm welcome to the newest Members of our Flight Attendant family, Class 2524!

Our newest Flight Attendants will be based at our domiciles in DEN, ORD, and SFO. We look forward to helping them as they begin this incredible career.

As you meet new Flight Attendants on the line, please remember that they are on probation. Connect them with the most accurate information to support them as they begin their careers by directing them

to their AFA Local Council for assistance on Contractual issues.

If you are interested in supporting our newest Members, reach out to your local council to see how you can be a part of shaping their early careers as an AFA volunteer!

Reminders:

SEP 1 - Labor Day

SEP 11 - 24th Remembrance

SEP 15 - OCT 15 - Hispanic Heritage Month