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Our History

What have negotiations looked like at
Envoy in the past?

Timeline of Negotiations





Bankruptcy

- High hopes for 2009 negotiations
- What happens when a company declares bankruptcy during negotiations?
- Forced into concessions - 2 million then 9 million dollars worth
- Stood strong- Maintained pay raise and important articles
- Contract was 8 years long, with midterm negotiations at 4 years
- 2015- major grievances and commuter improvements despite bankruptcy sideletter



Mid Term Contract- 2016

- Able to seek 6-10 items to be changed from 2012 contract
 - Company was able to as well (wanted to eliminate 1% POs)
- Won raise for all steps of the pay scale, higher per diem, airport standby credit and other improvements.



Covid Contract - 2020

- Started pre-pandemic (able to win some before March)
- Zoom negotiations -without previous notes!
- Due to difficulty of negotiations a survey with 3 options was given
 - 1. Continue negotiations and see how far we can get
 - 2. Stop negotiations, take a 2 year gap, and resume after knowing more about covid
 - 3. Go directly to bargaining pay, maintain current improvements and finish negotiations
- Low survey turnout - option 3 was decided and acted on
- Still got improvements to pay, retirement and signing bonuses
- Tentative Agreement (TA) was approved - 629 out of 1499 voted - 376 for to 253 against



Now

- Your participation and involvement is important and negotiators need your support
- Company has kept us from a fair deal for decades! Now is the time to fight!

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NEG 101

HOW DOES NEGOTIATIONS WORK???



THE TEAM

The first thing that is done in the negotiations process is choosing the team. Our team will consist of the MEC President, AFA Staff Negotiator, the elected Negotiation Team and our Mobilization Chair.

The entire team will be trained at AFA International Headquarters. We will be trained on the fundamentals of negotiations and the Railway Labor Act.

During the training we will fine tune our survey along with our Staff Negotiator and the AFA International Financial Analyst.



SURVEYS

This is where the members are able to make their voices be heard.

Your survey responses will help the Committee to focus on your top priorities and assist crafting our proposals that we will present to the management.



PROPOSALS

Proposals are written documents that contain suggested changes to our existing contract.

Working with our Staff Negotiator and guided by the survey responses, the Committee will compile initial proposals to give to management. Management may or may not have opening proposals for AFA.



AT THE TABLE (SECTION 6 NEGOTIATIONS)

Both AFA and management side across the table from each other. Written proposals are “passed across the table” to the other party. Usually there are some explanations and discussions about the proposals and then the parties will “caucus”.

Caucusing means that each side goes to its separate meeting rooms to discuss privately what happened at the table, what was in the proposal, and to prepare a response to the proposal.

Typically, AFA and management meet once a month for 3-4 days in a row. Sometime these meetings can be more frequent if both parties agree to it.

Progress depends on several factors including Sections of the contract that are being discussed as well as the preparation each party puts into the session.



ORDER OF PROPOSALS

Our contract is comprised of many Sections (36 to be exact) and we will be discussing all 36 of them in negotiations. Normally, negotiations start out with discussions about sections, which are “non-economic”- they don’t cost the company any money. As negotiations progress, discussion focuses on the “money” sections: Section 4 Compensation, Section 5 Expenses and Section 8 Scheduling, etc. At this point is generally when the process slows down.



HOW LONG WILL THIS TAKE

The simple answer is we just don't know. The best gauge of this is by watching other airlines that are currently in negotiations (PSA). Management has told AFA, as they always do, that they hope we have a fast negotiations. AFA couldn't agree more!!!

ALL IN WEAR YOUR PIN

What to Expect

Presented by: Abbey Lodwig - your MEC mobilization chair!

Timeline

October 2025

9-10 - Negotiations team gets trained
Mobilization reps get trained
Surveys are released!

January 2026

Openers/ negotiations start
Red pins/lanyards

Ongoing

Monthly negotiations/communications
Strike vote
Pickets/actions/pressure

???

**We get a TA! MEC will vote on it, then roadshows,
then membership votes!**

TA ratified and we get our \$\$\$\$\$\$\$

Surveys

- Everyone should complete a survey - they will be sent over email.
- Guiding light for negotiators! They will make decisions based on these surveys
- Surveys will take about 30 mins and include a variety of ways to respond
- Will include different sections of the contract
- You must be in good standing, please encourage others to check too!



Your Negotiations committee was back at the table this week in Charlotte from March 10-11. We will meet again from March 31-April 3 and April 14-17.

We are happy to report that we were able to make progress and closed out Section 9 (Reserves) and Section 25 (Insurance).

We were able to secure some significant improvements in the quality of life for reserve Flight Attendants. Some highlights are:

- 13 hour reserve availability period (RAP) (currently 14 hours)
- 10 days/month cap on ready reserve (HRV) (currently no cap)
- Can pick up full and partial trips from lineholders on day(s) off
- New bucket system process for assigning HRV
 - Reserves with 2 days of availability will be assigned first going in reverse order up to 6 days, with 1 day availability being the last category.
 - Moving to this system will help spread out HRV assignments across more reserve flight attendants and reduce the same people from always being assigned HRV multiple days in a row
- Automatic check in/out - no more having to call scheduling to check in/out.
- New FOLO (first out/last out) system with transparency (FAs can preference if they want to be first out or last out for trips and can see where they are on the list)

For Section 25 (Insurance), we were able to lock in current book language so that the cost share of the premium cannot be increased more than 1% per year. In light of the current economic state of everything increasing in price, this is one thing we wanted to ensure doesn't skyrocket.

This week, the AFA MEC Negotiating Committee met in Washington, D.C., to further our strategy to win an industry-leading Contract. As we aggressively push to obtain the Contract we deserve, a major obstacle is management's far-reaching demands for concessions.

The Negotiating Committee, the MEC, and the entire membership have been crystal clear that we are not agreeing to concessions. Management's demands for concessions are unheard of and certainly not something we see anywhere in the industry, including with other work groups at United.

Below is a partial list of the far-reaching concessions the company has been demanding in our bargaining. This is not a complete list, but it provides examples of the concessions the company is seeking.

- Institute PBS
- Institute minimum flying requirement for medical benefits
- Delete night pay
- Reduce reserve guarantee to 75

Examples of Negotiations Communications- will be sent out after every session

When We Fight? We Win!

What are you fighting for?

What do we have going for us
going into negotiations?

Why is it important to stand
together?





Why is it important to wear your pin/lanyard?

- We will get red pins in January
- Shows the company we are fighting together
- Shows other airlines and passengers were in negotiations
- Little but important step!

What is CHAOS™



Creating havoc around our system!

- Railway Labor Act says we need to get released to strike
- Once we do: Sporadic and strategic striking
- Must be organized enough to pull this off!



Air Canada Flight Attendants



PSA Flight Attendants



United Flight Attendants

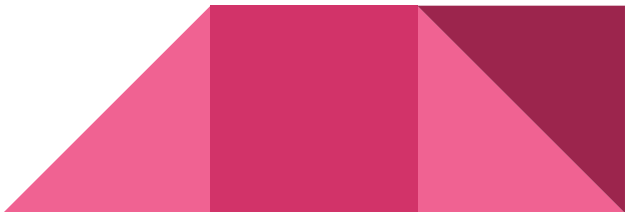
All in for a fair contract!

- Be aware of union busting- the company will start to enforce things it wasn't before
- Misinformation is dangerous
- Mobilization Reps
- Follow official channels - AFA MEC
- Check to see if you are in good standing
- All in! Wear your Pin!
- Be involved! Go to MEC/LEC meetings, participate in days of action!



What can we do now?

- Redirect misinformation
- Follow official channels -
 - **Facebook:** AFA Envoy MEC News and Updates, AFA ENVOY MEC
 - **Sign up for newsletter:** <https://afaeagle.com/sign-receive-afa-envoy-newsletters>
 - **Check to see if you're in good standing:** <https://www.afacwa.org/membership>
 - **Website:** <https://afaeagle.com/negotiations>
- Get to know your contract before surveys
- Get to know your mobilization team
- Wear your pin
- Be involved! Go to MEC/LEC meetings



Negotiations Q and A

Insta: @afaenvoy

Facebook: AFA Envoy MEC News and Updates, AFA ENVOY MEC

Sign up for newsletter:

<https://afaeagle.com/sign-receive-afa-envoy-newsletters>

Check to see if you're in good standing:

<https://www.afacwa.org/membership>

Website: <https://afaeagle.com/negotiations>