

# AFA NEGOTIATIONS AT UNITED

See what AFA is telling its members at United — and learn why they can't always keep their promises.

**AFA likes to say** that it can quickly negotiate a first contract for Delta flight attendants, but the reality is that even when you already have one, the process can still take years.

**"July marked the 18th month in direct negotiations."**

— United AFA

**"When we finally recieved [management's] proposal, they once again rejected your demands for significant improvements."**

— United AFA

**"They have rejected proposed improvements** for Drafting Pay, Holiday Pay, Call-Out Pay and other pay factors. Furthermore, they **outright rejected a number of proposals** including Ground Time Pay, Late Arrival Pay, the inclusion of pay overrides for Language Qualified Flight Attendants on vacation or sick leave, Purser Preparation Pay and Essential Worker Pay."

— United AFA

**"They have rejected** aligning Crew Meals and Lodging provisions with the pilots, COLA, and all proposals related to hotels and transportation issues during irregular operations."

— United AFA

**AFA may promise a lot** to Delta flight attendants, but in negotiations there is a lot of give-and-take — so the end result in each section could be better, worse, or even the same as it is today.

**At Delta, we already have a number of these items in place.** For example, with your direct feedback, we implemented boarding premium pay (Ground Time Pay) and aligned crew meals with Delta pilots (effective October 1, 2023).

**AFA talks, but at Delta we listen to our people and work together to make improvements.**

**YOU DON'T HAVE TO WAIT YEARS TO SEE PROGRESS.**

