

# Debrief

## AFA Debrief – February 7, 2023

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### **Contract2021 for All Your Negotiations News and Updates**

We are well into in Section 6 Contract negotiations! All of our Negotiations news and updates can be found on our [contract2021.org](https://contract2021.org) negotiations website. There you can find an abundance of information about the negotiation process, and status updates, including our regularly published Negotiations News (NN). NN is an email update which is published following our negotiations sessions specifically designed to provide an overview of our most recent negotiations discussions.

By now, many of you may have received a copy of *On The Line* at your address of record by mail. *On The Line* provides you with a side-by-side comparison of proposals and gives us insight into where we currently stand in the negotiations process. We encourage you to read through each section of the publication and decide for yourself if management is addressing your priorities. MEC President Ken Diaz has recorded a [brief video](#) announcing the availability of this publication, which will be available quarterly, providing updates on our progress and comparison of proposals.

We encourage you to visit our dedicated Negotiations website: [contract2021.org](https://contract2021.org) today and bookmark it for future visits. It is your one source for all negotiations news and for us to be successful, we all need factual information to make good decisions.

### **Profit Sharing Election: Last Day!**

Today is the last day to make an election for your profit sharing distribution. As a reminder, United management announced mid-January that profit sharing will be paid out to eligible employees on February 28, 2023. Employees receiving profit sharing have until tonight,

Tuesday - February. 7 at 11:59 p.m. CT to elect to defer all or a portion of their profit-sharing payment to their eligible retirement account(s).

The option to defer is available for frontline employees participating in the United Airlines 401(k) plans, PRAP, UK Group Stakeholder Plan or CMI 401(k) Savings Plan. In order to make an election, employees must use the profit-sharing election tool.

It is important to discern there is no connection between the 401(k)-deferral percentage of your normal paycheck and profit-sharing. Your current retirement account contribution percentage for your normal paychecks *will not be used or applied* to your profit-sharing payout.

To verify eligibility for this special election window, please see the profit-sharing Q&A for retirement plan contributions.

Participating employees will receive their payment through their normal payroll process (i.e., direct deposit or physical check). Due to local requirements, the payout date may differ in some international locations.

## **Supplemental Benefits Support**

Many AFA Members have enrolled in Voluntary Supplemental Insurance policies with CAIC or Allstate. These are invaluable benefits when their need arises. However, because they aren't used regularly, there is some confusion about claims filing especially when referring to the general website for the different providers.

As a reminder, your Benefits Committee has worked with these companies to set up **direct access** and dedicated websites for AFA Members to file claims and obtain support. Access to these dedicated websites is available through our AFA MEC website: [www.unitedafa.org](http://www.unitedafa.org) **Resources >> Benefits and Pay >> Insurance (supplemental)**. This directs Members to the dedicated claims portal to file claims and receive assistance. Personnel who receive the claims through this portal will ensure that the "employer" section is forwarded directly to AFA for completion. The intent behind this is to ensure timely processing of the claim without the need to involve United management in the claims filing process.

In order to save time and avoid the frustration of having to make phone calls to the providers, we strongly encourage Members to use this processes that have been specifically designed through these resources dedicated to AFA Members. Avoid the carrier's general website and use our AFA website for quick and easy access when filing claims!

## Link Recovery Protection Update

This past Friday, February 3, 2023, management opened access to Link recovery protection outside of the open enrollment period.

Members who choose to utilize this option will be offered coverage under the following conditions:

- Coverage will begin the date you make your election and will continue through Jan. 31, 2024.
- The cost will be prorated based on the date of election.
- Once you submit the form, you will be required to provide your device at your base location for verification that your device is still in your possession. If you do not bring your device to base for verification, your insurance process will NOT be completed, and your device(s) will remain uninsured.

California based Flight Attendants are not eligible for the insurance program and may be subject to corrective action for lost or damaged items.

To opt in to the *Link Recovery Protection Plan – Outside enrollment* visit HelpHub and search “Link Recovery Protection”.

Members who chose to not make an election will be automatically opted out and may be responsible for paying the replacement charges for a lost or stolen Link.

### Reminders:

February - Black History Month

February 7, 2023 at 2359 CT – Profit Sharing Elections Close

February 28 – Profit Sharing Pay

March 12 – Daylight Savings Time Begins

