



November 25, 2025

David Cotton

Chief Executive Officer

212 North Sangamon Street

Chicago, IL 60607

RE: Flight Attendants Urge Fair and Immediate Contract Negotiations at FFG Kitchens

Dear David,

We represent over 55,000 Flight Attendants at 20 airlines, including crewmembers at Alaska-Hawaiian who rely on catering by Flying Food Group kitchen at SFO, LAX and Southern California airports. We have asked our siblings at UNITE HERE Locals 2 and 11 to keep us informed about the status of their contract negotiations at these kitchens. The update does not sit well with us.

- At SFO, current wages at your kitchen lag behind those at Gate Gourmet and Sky Chefs by as much as \$3-\$4 per hour. Workers may earn as little as \$22.04 per hour — in a county that *Forbes* has ranked as the fifth most-expensive county in the U.S. for housing prices.¹ A two-parent family with two children would each need to earn \$46.95 an hour in San Mateo County, according to the MIT Living Wage Calculator. (A single parent with one child would need to earn \$67.89 an hour.)²
- In your Southern California kitchens, workers can earn as little as \$22.50 an hour. A two-parent family with two children would each need to earn \$38.65 an hour in Los Angeles County. (A single parent with one child would need to earn \$48.65 an hour.)³
- At SFO, your company refuses to provide the same level of affordable family health care that is provided by Gate Gourmet and Sky Chefs. Under FFG's health insurance plan, workers may have to contend with thousands of dollars in out-of-pocket healthcare costs per year — in some cases, as much as \$20,000 a year. (Meanwhile, a full-time SFO worker can earn as little as \$45,843 a year in wages.)⁴

¹ *Forbes* magazine, "2024's Most Expensive Counties in the U.S.,"

<https://www.forbes.com/sites/andrewdepietro/2024/10/24/2024s-most-expensive-counties-in-the-us/>

The two surrounding counties to San Mateo County – Santa Clara County, to the south, and San Francisco City and County, to the north, are ranked 4th and 11th on the *Forbes* list, respectively.

² [MIT Living Wage Calculator](#), accessed October 2025.

³ [MIT Living Wage Calculator](#), accessed October 2025.

⁴ Source: Flying Food Group, LLC, Employee Benefits Plan, SFO PPO Plan: "For in-network providers, [out of pocket limit] is \$3,000 per person/\$6,000 per family; for out-of-network providers \$10,000 person/\$20,000 per family." Not counted towards this out-of-pocket limit are any penalties for failure to obtain preauthorization, which can run \$400 per instance.

It is disturbing to learn that negotiations have not resulted in the kind of wages and benefits that workers at the Flying Food Group kitchen deserve, and that the company has been found by multiple agencies to have committed multiple violations, including:

- The California Division of Occupational Safety and Health (Cal/OSHA) issued a citation against FFG for five worker safety violations, including a “serious violation” for **unlawfully bolting shut a dispatch door at its facility on the morning of a planned picket.**⁵
- The California Highway Patrol issued a citation against FFG for five public safety violations, including for authorizing drivers who did not possess a valid license to drive trucks in excess of 26,000 pounds.⁶
- In 2024, the Regional Director of the National Labor Relations Board found that FFG had engaged in unlawful conduct in its campaign to decertify the union at the kitchen that serves the LAX airport, including soliciting signatures for a decertification petition and interrogating employees regarding their support for that petition.⁷ As a result, the NLRB took the extremely rare step of dismissing that decertification petition.

UNITE HERE members’ working conditions directly impact our members’ work, not only because FFG workers prepare the flight crew’s meals, but also because flight attendants work directly with FFG drivers and coordinators, and a timely flight departure depends on coordination between the work of AFA members and the FFG members of UNITE HERE. A labor dispute would bring the possibility of major delays to and/or reductions in the quality of the food that our members rely on to fuel our workdays.

We remain in close contact with our UNITE HERE allies, who will keep us updated about crucial developments in bargaining. We stand ready to act in solidarity to promote good wages, working conditions and dignity on the job. We urge FFG to negotiate a fair contract without delay.

Sincerely,



Sara Nelson
International President

⁵ California Division of Occupational Safety and Health, Citation and Notification of Penalty, 8/2/23.

⁶ California Highway Patrol, “Safety Compliance Report/Terminal Record Update,” 5/3/23.

⁷ “[T]he Regional Director found that the Employer solicited signatures for a decertification petition, knowingly permitted the circulation of a decertification petition on work time, interrogated employees regarding their support for a decertification petition, and provided support beyond ministerial aid to a petition to decertify the collective bargaining representative, in violation of Section 8(a)(1) of the Act.” From June 20, 2024 Order Dismissing Case 31-RD-324360.