



P. Douglas (Doug) McKeen

Former Senior Vice President, Labor Relations
United Airlines

Doug McKeen was the senior vice president of labor relations for United Airlines from 2008-2019. He now consults for companies including United and F&H Solutions Group.

In his role at United, he was responsible for development, implementation, and application of the labor strategy and labor agreements for the over 70,000 domestic and international represented employees of United Airlines. McKeen was on the management team during the discussions leading to the 2010 merger between United Airlines and Continental Airlines, and he was the company's lead negotiator conducting joint negotiations which led to combined agreements for all labor groups. He also leads the labor relations and strategy discussions for the Executive Committee of the United Board of Directors.

McKeen has been an airline industry veteran since 1986 with primary emphasis on labor relations, with experience in human resources, benefits, communications, and the legal department. Prior to joining United in March 2008, McKeen was senior vice president of employee relations and communications at ASTAR Air Cargo from 2006 to 2008. Before joining ASTAR, he held labor relations leadership roles at Northwest Airlines, America West Airlines, and US Airways. He was also a partner with Eclat Consulting, leading negotiations and providing labor relations strategy and counsel to several airlines, including Alaska Airlines and Hawaiian Airlines. He has led negotiations for labor agreements with virtually every union representing employees in the airline industry including pilots, flight attendants, mechanics, passenger service, ramp, and dispatchers. In his various roles, he has been a primary point of contact with the National Mediation Board, the governmental agency which governs the airline industry.

McKeen grew up in Iowa City and graduated from the University of Iowa College of Business with a BBA in finance in 1978. He graduated from Hamline University School of Law in 1981 and practiced law in St. Paul, Minnesota, with the law firm Murnane, Conlin, White, Brandt and Hoffman prior to joining Northwest Airlines in 1986. He was active in the Bar Association while practicing law, including acting as the chairman of the Young Lawyers Section of the Minnesota State Bar Association. He has presented as a speaker on various topics related to labor relations, negotiations, restructuring in the airlines, and labor arbitration. He was previously the chair of the Airlines for America (A4A) Labor and Employment Council. Doug's wife, Cynthia, is also a graduate of the college. They reside in Chicago and have two children.