



**ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL-CIO**  
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December 5, 2011

Ladies and Gentlemen:

As anticipated earlier this year, United continues to have an overage of Flight Attendants that has existed for a number of years. The current Voluntary Furlough awarded in the Summer of 2009 ends on March 1, 2012. At that time the company announced the need to reduce headcount by up to 2,150. Management has identified a need to maintain a staffing reduction of up to 2,100 Flight Attendants for a 12-month period beginning at the conclusion of the current Voluntary Furlough period. In addition to the Voluntary Furlough protections in Section 21 of our Contract, a 3-month Partnership Program for the schedule months of March 2012 through May 2012 again made available to those who are interested.

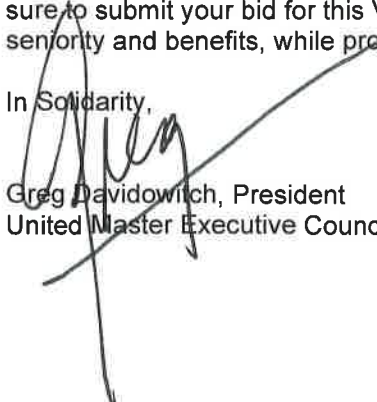
Our Contract provides industry leading protections that provide for a Voluntary Furlough and the Partnership Program prior to any Flight Attendant being subject to involuntary furlough. Some of the benefits for those awarded a Voluntary Furlough include seniority accrual, retention of medical and dental benefits as well as online pass travel benefits. All active and inactive Flight Attendants, including those currently on Voluntary Furlough are eligible to bid for the Voluntary Furlough, and must submit a bid to be eligible to participate. Flight Attendants on Medical Leave of Absence must receive medical clearance with a return to work date prior to the effective date of the Voluntary Furlough, March 2, 2012. This medical clearance must be received and approved by company Medical no later than January 5, 2012 at 1700 Central Time. The Voluntary Furlough will be offered and awarded in system seniority.

In addition to the Voluntary Furlough and Partnership flying options we continue to explore additional opportunities such as an early out option in combination with a voluntary cross-over program in our Expedited Negotiations. If those negotiations result in a Tentative Agreement, subject to Membership ratification, it could provide opportunities to resolve management's staffing overage. Our Voluntary Furlough and Partnership Program language has served our community well for over a decade, and by implementing these Contractual provisions over the past several years, United has avoided involuntary furlough of our most junior Flight Attendants.

Bidding for Voluntary Furlough and Partnership will both open on December 6, 2011 at 0800 Central Time. Voluntary Furlough bids will close on January 09, 2012 at 0800 Central Time with awards to be posted no later than 1700 Central Time on January 9, 2012. Bidding for Partnership flying will close on January 12, 2012 at 0800 Central Time with awards to be posted by 1700 Central Time that same day if domicile need and cost effectiveness of the Partnership Program in the aggregate warrants.

If you are able and interested, please review the March 2012 Voluntary Furlough Packet, and be sure to submit your bid for this Voluntary Furlough that will provide time off while maintaining seniority and benefits, while protecting the jobs of our flying partners.

In Solidarity,

  
Greg Davidowitch, President  
United Master Executive Council