



Flight Attendant

Voluntary Furlough Re-Bid and Partnership Program

June 22, 2009

PLEASE POST IMMEDIATELY

To all United Flight Attendants:

As a result of changes to our projected flight attendant needs, we find it necessary to adjust and reallocate the voluntary furlough periods that are currently in effect. As defined in Section 21.A.4.a. of the Agreement, this requires a complete voluntary furlough re-bid. Onboard Service needs to reduce its manpower by a maximum of 2150 active and inactive flight attendants.

Active and inactive flight attendants will be allowed to bid for voluntary furlough. Any flight attendant interested in a voluntary furlough should submit a bid. Volunteering does not put you at greater risk for involuntary furlough. Flight attendants who volunteer, but are junior to the most senior flight attendant placed on involuntary furlough, will not be awarded a voluntary furlough and will be placed on involuntary furlough status.

All current voluntary furloughs will become invalid effective August 31, 2009. Flight Attendants who do not wish to remain on voluntary furlough should not re-bid.

If there are insufficient voluntary furlough bids, involuntary furlough will be imposed using inverse system seniority order. If there are insufficient voluntary furlough bids, flight attendants with, and junior to the system classification seniority date (SW) of June 10, 2000 (system seniority number 13480) will be placed on involuntary furlough status. This is based on the June 19, 2009 seniority list. Here are the details:

Voluntary Furlough Options

Voluntary furloughs will be offered and awarded in system seniority order. All active and inactive flight attendants can bid for this voluntary furlough; however, flight attendants on medical leave of absence must gain medical clearance and be off inactive status as of August 31. This medical clearance must be received and approved by company medical by the close of the voluntary bid, July 16, 2009 (1700 Central Time). Medical hours of operation are Monday through Friday 0800 – 1700 CST. Flight Attendants are encouraged to submit their medical documentation early so as to correct any insufficiencies.

While on voluntary furlough, flight attendants accrue seniority and maintain most benefits. To bid, complete the Unimatic VOLUN screen or follow the options in CATS. If an insufficient number of flight attendants volunteer, then involuntary furlough will be imposed using inverse system seniority order. Flight attendants who volunteer, but are junior to the most junior voluntary award, will not be awarded a voluntary furlough and will be placed on involuntary furlough status.

Duration	End Date	Maximum Allocation
10 months	June 30, 2010	150
20 months	May 1, 2011	250
22 months	June 30, 2011	200
30 months	March 1, 2012	1550
		Total: 2150

Please refer to the August 2009 Voluntary Furlough Flight Attendants package for complete details including bidding information. The package is available on SkyNet. From the Onboard home page, click on “2009 Furlough/Partnership” under the “What’s Happening” section, or on the AFA Web Site (www.unitedafa.org)

Involuntary Furloughs

Every effort is being made to limit or avoid involuntary furloughs through voluntary furlough options and partnership flying. In the worst case scenario, if there are no voluntary furlough or partnership flying bids, flight attendants junior to, and including system classification seniority **XXX** (class date **XXX**) would be subject to involuntary furlough. This is based on the **XXX** system seniority list.

If it is necessary to involuntarily furlough flight attendants, the furlough period will begin August 31, 2009. The recall date will be based on operational need. See Section 21.G. of the Agreement for more information about recall from involuntary furlough.

Partnership Program

Partnership flying is being offered in an effort to further reduce the need for involuntary furloughs. Partnership awards will be based on domicile need and cost effectiveness of the partnership program in the aggregate. Voluntary furlough requests will be awarded prior to partnership program requests. If a bid for voluntary furlough is awarded, a partnership bid for the same flight attendant will not be considered. Partners must be based at the same domicile, and partnerships will be awarded based on the seniority of the senior partner. Here are some highlights:

- Line awards will be based on the seniority of the junior partner.
- Participants must possess the same aircraft, services and overwater qualifications. If a specific visa is required (i.e. PRC), both partners must have the visa to be awarded the line. If one of the partners is internationally qualified and the other is not, they can bid for partnership. However, they can only share domestic lines.
- Purser and non-purser qualified flight attendants can form a partnership; however, they cannot bid purser lines.
- Language qualified flight attendants can form partnerships with non-language qualified flight attendants, or flight attendants with different language qualifications; however, they cannot bid language lines. Partnerships formed between flight attendants with the same language qualification may bid language lines for which they are both qualified.
- Partners will be compensated at their own rate of pay. Sick leave and vacation will accrue at one half of the contractual rates.
- The duration of the partnership is *six months*, effective August 31, 2009.

Please refer to the August 2009 Partnership Program for Flight Attendants package for complete details about the program including bidding information. The information is available on SkyNet. Partnership bid screens will be available on SkyNet on June 23, 2009 from the Onboard home page, click on “2009 Furlough/Partnership” under the “What’s Happening” section.

Timeline

June 23	Voluntary furlough bid period opens at 0800, Central Time.
June 23	Partnership flying bid period opens at 0800, Central Time.
July 17	Voluntary furlough bid period closes at 0800, Central Time.
July 20	Voluntary furloughs are awarded by 1700, Central Time.
July 23	Partnership bid period closes at 0800, Central Time.
July 23	Partnership flying awarded by 1700, Central Time if domicile need and cost effectiveness of the partnership program in the aggregate warrants.
July 27	Begin notifying flight attendants of involuntary furloughs.
August 31	Furlough (voluntary and involuntary) period commences.
August 31	Partnership flying period commences.

Please contact the following if you have questions regarding the voluntary furlough options or the partnership program.

Furlough Call Center

Phone number:	1-800-FLT-LINE (358-5463) (option 7,8)
Hours of operation:	Monday through Friday (excluding holidays) 0800-1700, Central Time
E-mail questions to:	voluntaryfurlough@united.com