

ASSOCIATION OF FLIGHT ATTENDANTS - CWA

Expedited Mediation

Summary of Contract Improvements

United Master Executive Council – Negotiating Committee

1/8/2012

<p>Compensation (Section 5.A.1 and 5.A.2.)</p>	<ul style="list-style-type: none"> • 10.0% across the board increase effective date of signing (“DOS”). <p>Domestic Rates of Pay*</p> <ul style="list-style-type: none"> • 2.0% across the board increase effective first anniversary of DOS. • 2.5% across the board increase effective second anniversary of DOS. • 2.5% across the board increase effective third anniversary of DOS. <p>International Rates of Pay*</p> <ul style="list-style-type: none"> • 2.0% across the board increase effective first anniversary of DOS. • 1.5% across the board increase effective second anniversary of DOS. • 1.5% across the board increase effective third anniversary of DOS.
<p>Signing Bonus</p>	<ul style="list-style-type: none"> • \$5,000 USD <p>All Flight Attendants Receive (e.g. Voluntary Furlough, Leave of Absence)</p>
<p>Per Diem (Section 6.A.1., and 12.F.3.)</p>	<p>DOS:</p> <ul style="list-style-type: none"> • Domestic – \$1.73 • International – \$2.13 <p>First Anniversary of DOS:</p> <ul style="list-style-type: none"> • Domestic – \$1.95 • International – \$2.50

<p>Early Out (New Letter of Agreement)</p>	<ul style="list-style-type: none"> • Eligibility: At least 15 years of service as a Flight Attendant. • Eligible for Signing Bonus. • No age restriction. • Pay-out: \$2,400 per full year of service as a Flight Attendant, up to a maximum of \$60,000. <ul style="list-style-type: none"> ○ Minimum Pay-out: \$36,000 (15 yrs X \$2,400) • Pass Travel: Retiree pass travel upon reaching age requirement; bridge NRSA travel until eligible for retiree passes, if eligible. • COBRA: UAL will subsidize COBRA premiums for first 3 months, Flight Attendant premium not to exceed active rate.
<p>Furlough Protection (New Letter of Agreement)</p>	<ul style="list-style-type: none"> • Protection against involuntary furlough as a direct result of modifications in the new Agreement.
<p>Drafting Pay (New)</p> <p>Section 8.G., 9.I.7.d, 12.Q.7.</p>	<ul style="list-style-type: none"> • 2.5 hours pay when drafted.

<p>Expanded International Waiver Pay and Domestic Operational Reliability Incentive Pay (New)</p> <p>Section 12.A.3, 12.L.5.c. and Section 7.J.2.)</p>	<ul style="list-style-type: none"> • UAL may offer 5 for 1 pay, regardless of location, in exchange for Flight Attendants’ voluntary waiver of international duty limitations, including Hawaii. • Operational Reliability Incentive of five (5) hours incentive pay if Company requests Flight Attendant to waive minimum Contractual Legal Rest to FAR minimum legal rest of 8 hours on domestic layovers, with 10 hours’ rest within 24 hours.
<p>Crossover Program (New Letter of Agreement)</p>	<ul style="list-style-type: none"> • Voluntary. • One time right to revoke bid after award, within 10 days. • Right to return to United in event of layoff at Continental. • Ability to preference Continental base. • Retain and accrue United seniority while working at Continental. • Seniority at Continental will based on the crossover award date. • No impact on relative position on integrated seniority list.
<p>Reserve Guarantee (Section 5.D.)</p>	<ul style="list-style-type: none"> • 78 hours • Value of a Reserve day <ul style="list-style-type: none"> ○ 30 day month – 4:20 ○ 31 day month – 4:07
<p>Domestic Return from Reassignment (Section 8.J.)</p>	<ul style="list-style-type: none"> • Reduce time to return home to twenty-two (22) hours from originally scheduled arrival.

<p>Vacation Pay (Section 18.K.)</p>	<ul style="list-style-type: none"> • Pay Lineholders and Reserves at the same daily rate. • Reserves paid for every vacation day within the vacation period (instead of just the Reserve days). • Increase Vacation Pay beginning in 2013 to 3:00 per vacation day. • Vacation Pay Incentive beginning in 2014 to 3:15 per day based on a threshold of 936 paid hours in prior year (based on 78 hour Reserve guarantee for a year).
<p>Sick Leave (Section 19.A.1.)</p>	<ul style="list-style-type: none"> • Increase maximum accrual from 950 to 1,000 hours. • Additional accrual of 1.5 hours per quarter if Flight Attendant has 234 hours (actual, deadhead, and vacation) during quarter (234 is based on 78 hour Reserve guarantee for three months). • Credited with a combination of flight time credit and sick leave credit up to the value of line instead of current book 97/100 hours. • Increase minimum hour option when on sick leave an entire month to 71 hours. • No attendance points for any absence that is a result of verified unannounced clear air turbulence or sudden aircraft movement, passenger assault, emergency evacuations, aircraft accident, hijacking or sabotage. • Option to have direct deposit of Workers' Compensation payments to financial institutions in the U.S. • Commitment to request its Workers' Compensation vendor to provide detailed statements showing both TTD payments and reimbursement of out-of-pocket medical expenses.

<p>Increased Flight Attendant Schedule Flexibility Options (Sections 7.A.8., 12.G.8.)</p>	<ul style="list-style-type: none"> • No limit on Lineholders voluntarily picking up trips. • Unlimited voluntary opting for Reserves.
<p>Increased Flight Attendant Schedule Flexibility (Section 9.G.)</p>	<ul style="list-style-type: none"> • Jetway trades (within the U.S., including Alaska, Hawaii, Puerto Rico, plus HKG, NRT, FRA, and LHR). • Ability of Lineholders to preference (instead of having to indicate specific ID) when requesting Trip Trades with Open Flying (TTOF). • 25% increase in minimum guaranteed trade daily allotment from 4% to 5% for TTOF • Eliminate the “fence” between international and domestic allocations, so that unused international allocation may be used by domestic Flight Attendants. • These improvements also increase the daily allocation for same day trades. • Charter trades based on seniority vs. first-come first-serve.

<p>Reserve Schedule Flexibility</p> <p>(New Letter of Agreement, Section 10.D, 10.D.1.a.2, New 10.D.5.a.)</p>	<ul style="list-style-type: none"> • Industry-leading preferencing system for Call-in Reserves; and Ready Reserve preferencing system. • Minimum of 12 days off every bid month. • No Moveable Days. • Reserve Lines of Flying may be built with up to 16 days off (with proportionate reduction to guarantee), at company discretion. Reserves who did not bid for a line with more days off can have their availability days and guarantee restored. No Flight Attendant will be forced into a Reserve Line with more than 12 days off. • Once assigned an ID, Reserve may trade with another Flight Attendant for an ID of the same number of days, departing same day, within 2 hours credit time (auto opt). • Once assigned an ID, may trade the ID for days off with a Lineholder (reduced guarantee based on days vacated). • Establish 0900 sick leave call off for Ready Reserves.
<p>Assignment of Open IDs (New)</p> <p>Sections 8.G., 9.I.7.d., and 12.Q.7. Sections 8.J., 9.I., 12.I.)</p>	<ul style="list-style-type: none"> • 2.5 hours extra pay if drafted. • Company will advise Flight Attendant of the reassignment before giving option to decline. • Specific priority for Partnership open flying requests. • When Flight Attendant has an invalid open flying priority, request considered at lowest priority.
<p>Increased Minimum Guarantee Pay (Sections 5.A. and 5.D.)</p>	<ul style="list-style-type: none"> • Lineholder minimum increased from 65 to 71 hours. • Reserve minimum increased to 78 hours.

<p>Improved Domestic Legal Rest (Section 7.J.1.e)</p>	<ul style="list-style-type: none"> • Flight Attendant's shall be given a Legal Rest equal to, or greater than, those domestic duty periods that exceed 10:30. <p><i>* At Flight Attendants option 5-hour incentive pay to waive minimum Legal Rest down to FAR minimum of 8 hours. See page 4.</i></p>
<p>401(k) (Section 34)</p>	<ul style="list-style-type: none"> • Higher wage rates provide increased Company direct and matching contributions. • New ROTH option.
<p>Co-Terminal (Section 2.D.1.)</p>	<ul style="list-style-type: none"> • EWR co-terminal with JFK and LGA.
<p>Limited Critical Coverage (Section 9.J.)</p>	<ul style="list-style-type: none"> • Lineholders who pick up open flying during limited critical coverage will receive time and one-half pay, without having to remain available for 2-hour standby period.
<p>Safety & Health (New) Section 31.H.</p>	<ul style="list-style-type: none"> • Prompt notification to Flight Attendant and Union if Centers for Disease Control and Prevention (CDC) or national health agency in country where United operates notifies the Company of exposure to a reportable communicable disease during the course of duties.
<p>Crew Scheduling Tapes (New 4.A.)</p>	<ul style="list-style-type: none"> • United will install a telephone recording system to record calls between Flight Attendants and Crew Scheduling, including all departments that regularly perform crew scheduling functions. Recordings maintained for 60 days, and Union may access a specific recording upon written request and notice of a potential or actual dispute.
<p>Reciprocal Cabin Seats (New) Sections 4.AA. & 4.EE.)</p>	<ul style="list-style-type: none"> • United will make reasonable, good faith efforts to enter into Reciprocal Cabin Seat agreements with other airlines, including large international network airlines that provide direct service between domicile cities, provided that the terms are substantially the same as domestic agreements. • United will not initiate termination of a current Flight Attendant Cabin Seat Agreement with another airline unless

	the other airline imposes cost or materially changes the terms and conditions.
Uniforms (New) Section 16.C.1.a., 16.C.2.a., 16.C.4., & 16.D.5	<ul style="list-style-type: none"> • Flight Attendants with wool allergies will be given non-wool alternatives. • Basic uniform will include winter coat option. • Flight Attendants may carry over uniform points while on Leaves of Absence, Voluntary Furlough, and Involuntary Furlough.
Duration (Section 35)	<ul style="list-style-type: none"> • 4 years from DOS. • We will begin negotiations for Single Collective Bargaining Agreement within the first year. Thus, this can be a short term agreement with the Single Contract providing additional opportunities for improvements prior to the conclusion of this Tentative Agreement.