



This summarizes the discussion and agreement between United and the Association of Flight Attendants regarding 2014 staffing and reduction-in-force mitigation programs for flight attendants of the former United Air Lines subsidiary (“S-UA”). The joint efforts of the AFA International, the Continental and United MECs, and United Airlines to address the structural overstaffing among the S-UA flight attendant workgroup have resulted in our agreement, as follows:

- We have agreed that the Voluntary Furloughs and Partnerships for 2014 that have been awarded will remain in effect.
- We have agreed that flight attendants at S-UA who are subject to involuntary furlough as of April 1, 2014, and who submitted valid bids to participate in the 2014 Voluntary Furlough Program or 2014 Partnership Program will be offered the opportunity to participate in such programs.
- We have agreed that flight attendants at S-UA who are subject to involuntary furlough as of April 1, 2014, may elect, on a one-time, irrevocable basis, to cross-over to S-CO with full credit for pay and vacation seniority accrued at S-UA, and continue to retain and accrue their S-UA seniority for all purposes.
- We have further agreed that any flight attendant at S-UA who is involuntarily furloughed as of April 1, 2014, (those who have not accepted the offer to participate in the Voluntary Furlough or Partnership Programs as previously bid, or who have not elected to cross-over to S-CO), will retain and accrue seniority for all purposes, and are entitled to recall at S-UA as provided by the S-UA AFA Flight Attendant Collective Bargaining Agreement.

More details on the agreement and programs will be announced on Monday, February 10, 2014.