

LETTER OF AGREEMENT

by and between

UNITED AIRLINES, INC.

and the Flight Attendants

in the Service of the

CONTINENTAL AIRLINES, INC.

Former Subsidiary

and

UNITED AIRLINES, INC.

Former Subsidiary,

as represented by the

ASSOCIATION OF FLIGHT ATTENDANTS – CWA

RETURN OF 2014 BRIDGE/CROSS-OVER FLIGHT ATTENDANTS

This Agreement, dated July ²³~~X~~, 2015, is made and entered into in accordance with the Railway Labor Act, 45 U.S.C. § 151, *et seq.* (“RLA”), by and between United Airlines, Inc. (“the Company”), the Association of Flight Attendants representing Flight Attendants (“AFA”) in the service of the former subsidiary Continental Airlines, Inc. (“s-CO”), and the Association of Flight Attendants (“AFA”) representing Flight Attendants in the service of the former subsidiary United Air Lines, Inc. (“s-UA”).

WHEREAS, the Company and the AFA are engaged in bargaining for a joint collective agreement covering the Flight Attendants of United Airlines; and

WHEREAS, in response to AFA’s request, the Company and AFA have agreed to provide those Flight Attendants who transitioned to s-CO under the 2014 Bridge/Crossover Agreement a one-time option to be returned to their former positions at s-UA to open vacancies as designated by the Company;


NOW, THEREFORE, the Parties hereby agree as follows:

1. Former s-UA Flight Attendants who transitioned to s-CO under the 2014 Bridge/Crossover Agreement and who are active as of August 14, 2015, will have the opportunity to elect to return to s-UA, without loss of seniority or other service credits accrued while employed by s-CO. Such Flight Attendants must make their election to participate in the manner indicated by the Company no later than 1700 CDT on August 14, 2015.
2. Participation in this Cross-Over Return program is entirely voluntary. Once the Flight Attendant has submitted the election it is irrevocable. Transition to s-UA on or after the date of their report will be governed by the terms and conditions of the s-UA collective bargaining agreement or a successor collective agreement in effect at the time of their transition.

3. The Company will determine, based on the needs of the service, the sequence and timing of each individual's return to s-UA, except that within each s-CO base the return to s-UA will be in seniority order among former s-UA Flight Attendants who transitioned to s-CO under the 2014 Bridge/Crossover Agreement. S-UA vacancies are anticipated in EWR/LGA (JFKSW), with possible vacancies in SFO and IAH. Vacancies will be staffed in bid seniority order.
4. The Company will complete the return all former s-UA Flight Attendants who transitioned to s-CO under the 2014 Bridge/Crossover Agreement and who elect to return to s-UA no later than March 1, 2016.
5. Upon their return to s-UA, Flight Attendants who transitioned to s-CO under the 2014 Bridge/Crossover Agreement will be subject to all the terms of the s-UA-AFA collective bargaining agreement, or any successor agreement. S-CO CARP benefit participation shall cease on return date. Flight Attendants participating in this program shall return to s-UA designated contribution retirement plans (401k), and remain in current health plan(s) and welfare plans for the remainder of 2015. Thereafter, they will participate in the 2015 annual elections for 2016 along with s-UA Flight Attendants.
6. Returned cross-over Flight Attendants will have any unused vacation days paid upon their return to s-UA.
7. The Company and AFA agree that this Agreement shall have absolutely no impact or effect, positive or negative, on the eventual integration of Flight Attendant seniority lists in connection with the merger of s-UA, s-CO and s-CMI.

This Agreement shall become effective upon signing, and shall terminate and cease to have any further force or effect when the Parties have successfully negotiated a joint collective bargaining agreement governing the employment of all Flight Attendants on the merged system and that agreement has been ratified, and the Company has accepted a final and binding merged Flight Attendant seniority list as outlined in the AFA-CWA Constitution and Bylaws.

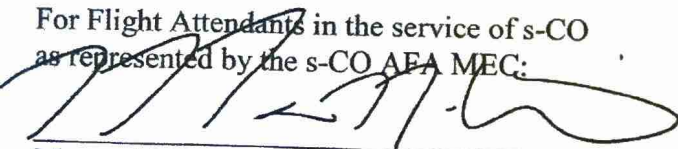
AGREED, this ²³~~31~~st day of July 2015.



 Sam Risoli
 Senior Vice President – Inflight Services

Dated: 7-27, 2015

For Flight Attendants in the service of s-CO
 as represented by the s-CO AFA MEC:



 Marcus N. Valentino
 President, s-CO AFA MEC

Dated: 7-23, 2015

For Flight Attendants in the service of s-UA
 as represented by the s-UA AFA MEC:



 Ken Diaz
 President, s-UA AFA MEC

Dated: 7-25, 2015