

## Discipline Transition and Conversion Process

### Pre-merger UA

In compliance with Letter of Agreement (LOA) 10, Section D. of the JCBA, the Joint Implementation Team (JIT) has established September 28, 2017 as the Transition Date to implement the Discipline Transition and Conversion Letter of Agreement.

This will impact the attendance track for pmUA Flight Attendants as follows:

On the Transition Date, pmUA Flight Attendants who have active discipline for **Attendance** shall convert from their pre-transition status in attendance to the post-transition status based on the following:

Regardless of absences, Flight Attendants who do not have active Attendance LOWs on the Transition Date shall begin with zero points. Current attendance point entries will remain in the work history with the point value reduced to zero. The following miscellaneous entry will appear in these Flight Attendants' work histories:

“Points reset to zero per JCBA (092817)  
Do not delete this item”

Each Flight Attendant who has active discipline for attendance will have her/his points reset to the threshold for her/his level of discipline, regardless of actual dependability records. Any future attendance points accrue from that threshold; e.g. all Flight Attendants with Attendance Warning Level 1 will begin with 6 points.

The conversion will be as follows:

Pre-Transition Level	Transition Date Level and Points
LA-1	Attendance Warning 1 and 6 points
LA-2	Attendance Warning 2 and 12 points
LA-3	Attendance Warning 3 and 18 points
LA-4	Attendance Warning 4 and 24 points

The effective date of the active discipline level will not change. The discipline level will be removed on the original “expiration” date as long as the Flight Attendant has not progressed to the next warning level. Individual point generating occurrences that are reduced or zeroed out in accordance with the Transition LOA will have the following notation added to each individual work history entry:

“Reduced points from XX.X to Y per JCBA (092817)”

The following changes will be made to the Flight Attendant RECORD screens:

1. The period of time currently being used to calculate a Flight Attendant's total attendance points will be indicated on page 1 of the RECORD screen. This will allow the Flight Attendant to know the start date of her/his qualifying attendance period.
2. Flight Attendants will see a listing of all unused attendance *bonus* point credit items, regardless of date.
3. All performance related entries in a Flight Attendant's work history will be listed for the past 24-month period.

Inflight is currently in the process of programming the system to update work histories automatically on the Transition Date. However in some cases, manual adjustments may be necessary.

Additional information can be found in the Dispute Resolution, Attendance and Performance Management Flight Attendant Guide and the Section 23 Q&A located at Flying Together> Inflight Services > One United> Attendance and Performance Management or [here](#).