

**Recovery Program Exhibit D**  
**Contract Revisions and Adjustments During Recovery Program**

**(Downtown Hotels)**

December 1, 2002

Mr. Gregory E. Davidowitch, President  
UAL/AFA Master Executive Council  
Association of Flight Attendants  
6400 Shafer Court, Suite 250  
Rosemont, IL 60018

Dear Mr. Davidowitch,

During the negotiations concerning flight attendant participation in an economic recovery program for United (the "Recovery Program"), the parties agreed that notwithstanding the provisions of Section 6.B.5. of the Flight Attendant Agreement, the requirement for the Company to provide layover hotels in downtown or downtown-like locations will be changed from thirteen (13) to fourteen (14) hours.

This Letter of Agreement shall become effective on the Effective Date of the Economic Recovery Program Letter of Agreement and shall become null and void in its entirety on May 15, 2008.

Sincerely,

Peter B. Kain  
Vice President – Labor Relations

Accepted and agreed to  
this \_\_\_\_ day of \_\_\_\_\_, 2002.

\_\_\_\_\_  
Patricia A. Friend  
International President  
Association of Flight Attendants, AFL-CIO

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Gregory E. Davidowitch  
UAL-MEC President  
Association of Flight Attendants, AFL-CIO

**Recovery Program Exhibit D**  
**Contract Revisions and Adjustments During Recovery Program**

**(Understaffing Pay)**

December 1, 2002

Mr. Gregory E. Davidowitch, President  
UAL/AFA Master Executive Council  
Association of Flight Attendants  
6400 Shafer Court, Suite 250  
Rosemont, IL 60018

Dear Mr. Davidowitch,

During the negotiations concerning flight attendant participation in an economic recovery program for United (the "Recovery Program"), the parties agreed that notwithstanding the provisions of Section 5.H. of the Flight Attendant Agreement, should a flight be dispatched with less than the total number of flight attendants for the flight based on staffing guidelines, understaffing pay shall be based on the total number of flight attendants for the flight based on staffing guidelines, regardless of the flight attendants' cabin assignments. No flight attendant will be required to move from her/his bid position.

This Letter of Agreement shall become effective on the Effective Date of the Economic Recovery Program Letter of Agreement and shall become null and void in its entirety on May 15, 2008.

Sincerely,

Peter B. Kain  
Vice President – Labor Relations

Accepted and agreed to  
this \_\_\_ day of \_\_\_\_\_, 2002.

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Patricia A. Friend  
International President  
Association of Flight Attendants, AFL-CIO

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Gregory E. Davidowitch  
UAL-MEC President  
Association of Flight Attendants, AFL-CIO