



Flight Attendant Furlough Options and Partnership Program

August 27, 2008

PLEASE POST IMMEDIATELY

To all United Flight Attendants:

Fleet reductions and service/staffing changes have resulted in an overage of flight attendants. For this reason, the Company is implementing Section 21 of the Flight Attendant Agreement. Effective Oct. 31, 2008, Onboard Service needs to reduce its manpower by 1550 flight attendants. Consistent with the terms of the Collective Bargaining Agreement, furlough options will be used to help avoid the need to impose involuntary furloughs. If there are no voluntary furlough or partnership flying bids, flight attendants junior to, and including system classification seniority 14533 (class date Jan. 16, 2006) would be subject to involuntary furlough. This is based on the Aug. 24, 2008 system seniority list. Here are the details:

Voluntary Furlough Options

Voluntary furloughs will be offered and awarded in system seniority order. All active and inactive flight attendants can bid for this voluntary furlough; however, flight attendants on medical leave must gain medical clearance with a return to work date prior to the effective date of the voluntary furlough, Oct. 31, 2008. This medical clearance must be received and approved by company medical by the close of the voluntary bid, Sept. 22, 2008 (0800 Central Time). While on voluntary furlough, flight attendants accrue seniority and maintain most benefits. To bid, complete the Unimatic VOLUN screen or follow the options in CATS. If an insufficient number of flight attendants volunteer, then involuntary furlough will be imposed using inverse system seniority order. Flight attendants who volunteer, but are junior to the most junior voluntary award, will not be awarded a voluntary furlough and will be placed on involuntary furlough status.

Duration	End Date	Maximum Allocation
6 months	May 1, 2009	300
9 months	July 31, 2009	300
12 months	Oct. 30, 2009	300
18 months	May 1, 2010	300
21 months	July 31, 2010	350
Total:		1550

Please refer to the August 2008 Voluntary Furlough Flight Attendants package for complete details including bidding information. The package is available on SkyNet. From the Onboard home page, click on "2008 Furlough/Partnership" under the "What's Happening" section.

Involuntary Furloughs

Every effort is being made to limit or avoid involuntary furloughs through voluntary furlough options and partnership flying. In the worst case scenario, if there are no voluntary furlough or partnership flying bids, flight attendants junior to, and including system classification seniority 14533 (class date Jan. 16, 2006) would be subject to involuntary furlough. This is based on the Aug. 24, 2008 system seniority list.

If it is necessary to involuntarily furlough flight attendants, the furlough period will begin Oct. 31, 2008. The recall date will be based on operational need. See Section 21.G. of the Agreement for more information about recall from involuntary furlough.

Partnership Program

Partnership flying is being offered in an effort to further reduce the need for involuntary furloughs. Partnership awards will be based on domicile need and cost effectiveness of the partnership program in the aggregate. Voluntary furlough requests will be awarded prior to partnership program requests. If a bid for voluntary furlough is awarded, a partnership bid for the same flight attendant will not be considered. Partners must be based at the same domicile, and partnerships will be awarded based on the seniority of the senior partner. Here are some highlights:

- Line awards will be based on the seniority of the junior partner.
- Participants must possess the same aircraft, services and overwater qualifications. If a specific visa is required (i.e. PRC), both partners must have the visa to be awarded the line. If one of the partners is internationally qualified and the other is not, they can bid for partnership. However, they can only share domestic lines.
- Purser and non-purser qualified flight attendants can form a partnership; however, they cannot bid purser lines.
- Language qualified flight attendants can form partnerships with non-language qualified flight attendants, or flight attendants with different language qualifications; however, they cannot bid language lines. Partnerships formed between flight attendants with the same language qualification may bid language lines for which they are both qualified.
- Partners will be compensated at their own rate of pay. Sick leave and vacation will accrue at one half of the contractual rates.
- The duration of the partnership is *six months* (November 2008 through April 2009 schedule month).

Please refer to the August 2008 Partnership Program for Flight Attendants package for complete details about the program including bidding information. The information is available on SkyNet. Partnership bid screens will be available on SkyNet on September 8. From the Onboard home page, click on "2008 Furlough/Partnership" under the "What's Happening" section.

Timeline

Sept. 8	Voluntary furlough bid period opens at 0800, Central Time.
Sept. 8	Partnership flying bid period opens at 0800, Central Time.
Sept. 22	Voluntary furlough bid period closes at 0800, Central Time.
Sept. 24	Voluntary furloughs are awarded by 1700, Central Time.
Sept. 26	Partnership bid period closes at 0800, Central Time.
Sept. 29	Partnership flying awarded by 1700, Central Time if domicile need and cost effectiveness of the partnership program in the aggregate warrants.
Sept. 30	Begin notifying flight attendants of involuntary furloughs.
Oct. 31	Furlough (voluntary and involuntary) period commences.
Oct. 31	Partnership flying period commences.

Furlough Call Center

Phone number:	1-800-FLT-LINE (358-5463) (option 7,8)
Hours of operation:	Monday through Friday (excluding holidays) 0800-1700, Central Time
E-mail questions to:	voluntaryfurlough@united.com