

# VACATION OPTIONS

## FOR EVERY UNITED FLIGHT ATTENDANT

**Step 1: Election Process- Flight Attendants will have a period of twenty (20) days to submit their Election preferences.**

Election Period	BUY BACK	FLEX	401(k) Contribution
<p>Election Period Opens: 9/25</p> <p>Election Period Closes: 10/15</p> <p>-----</p> <p>During this election period, Flight Attendants may elect to purchase an additional 7 days of Vacation OR sell part or all of their accrued Vacation back to the Company, you can also defer up to 14 days of your Vacation to be paid into your 401(k) plan.</p> <p>Flight Attendants not participating in the Election Period will default to bidding for only their accrued Vacation</p>	<p>Must sell a minimum of 6 Vacation Days up to their total number of accrued vacation days.</p> <p><b>EACH DAY WILL BE PAID AT 3:15 + INCENTIVE (TBA 9/25). MUST BE PAID IN 1ST QUARTER 2018</b></p>	<p>Every Flight Attendant is eligible for 7 days of Vacation Flex</p> <p>Flex Vacation can be taken paid or unpaid</p> <p>If paid 1:54 minutes will be deducted from each mid-month paycheck in 2018.</p>	<p>A Flight Attendant may elect to contribute a minimum of 7 and a maximum of 14 days of paid vacation accrued for use in their 401(k) Savings Plan account.</p> <p><b>It is important to note that these contributions will be treated as employee contributions, and are subject to Internal Revenue Code Section 401(a)(17) limits, or equivalent regulations</b></p>
<b>CAN NOT TAKE BOTH FLEX AND BUY BACK!</b>			

## Step 2: Bidding Process

BIDDING TIMELINE	FULL ACCRUAL	FULL ACCRUAL + FLEX	BIDDING OPTIONS
<p>1st VAC Bid Period Opens: 10/23</p> <p>1st Bid Period <b>CLOSES:</b> 10/31</p> <p>1st VAC Awards Posted: 11/04</p> <p>2nd VAC Bid Period Opens: 11/08</p> <p>2nd Vacation Bid Period <b>CLOSES:</b> 11/16</p> <p>2nd VAC Awards Posted: 11/24</p> <p><b>All VAC bid periods Close at 0800 Local Domicile Time</b></p>	<p>Completed Years of Service</p> <p>1-4 YEARS = 12 DAYS</p> <p>5-9 YEARS = 19 DAYS</p> <p>10-16 YEARS = 26 DAYS</p> <p>17-24 YEARS = 33 DAYS</p> <p>25 YEARS+ = 40 DAYS</p>	<p>Completed Years of Service</p> <p>1-4 YEARS = 19 DAYS</p> <p>5-9 YEARS = 26 DAYS</p> <p>10-16 YEARS = 33 DAYS</p> <p>17-24 YEARS = 40 DAYS</p> <p>25 YEARS+ = 47 DAYS</p>	<p>1-4 YEARS = 12DAYS</p> <p>WITH FLEX = 19 DAYS</p> <p>BUY BACK- 6-12 Days</p> <p>401(k)- Defer 7-12 Days</p> <p>Maximum # of Splits 2 / 3 (with Flex)</p> <p>Maximum # of Days that can be bid in First Round- 6 / 9 (FLEX)</p>
BIDDING OPTIONS	BIDDING OPTIONS	BIDDING OPTIONS	BIDDING OPTIONS
5-9 YEARS = 19 DAYS	10-16 YEARS = 26 DAYS	17-24 YEARS = 33 DAYS	25 + YEARS = 40 DAYS
WITH FLEX = 26 DAYS	WITH FLEX = 33 DAYS	WITH FLEX = 40 DAYS	WITH FLEX = 47 DAYS
BUY BACK-6-19 Days	BUY BACK-CAN SELL 6-26 DAYS	BUY BACK-CAN SELL 6-33 DAYS	BUY BACK-CAN SELL 6-40 DAYS
401(k)- Defer 7-14 days	401(k)- Defer 7-14 days	401(k)- Defer 7-14 days	401(k)- Defer 7-14 days
Maximum # of Splits 3 / 4 (with Flex)	Maximum # of Splits 4 / 5 (with Flex)	Maximum # of Splits 5	Maximum # of Splits 5
Maximum # of Days that can be bid in First Round- 10 / 13 (FLEX)	Maximum # of Days that can be bid in First Round- 13 / 17 (FLEX)	Maximum # of Days that can be bid in First Round- 17 / 20 (FLEX)	Maximum # of Days that can be bid in First Round- 20 / 24 (FLEX)