



**P. Douglas McKeen**  
Senior Vice President  
Labor Relations

June 8, 2012

**VIA ELECTRONIC MAIL**

Captain Jay Heppner  
UAL MEC Chairman  
United Pilots Master Executive Council  
9550 West Higgins Road  
Suite 1000  
Rosemont, IL 60018

**Re: Status Quo Obligations and Preliminary Injunction Order**

Dear Captain Heppner:

The Company is concerned about the risk of operational disruption attributable to s-UA pilots. We have observed an increase in flight delays and sick leave which coincides with an increase in ALPA and UAL MEC communications imposing an artificial deadline of June 15 for completion of contract negotiations, incorrectly implying that negotiations would be at impasse absent agreement by that date, and inaccurately declaring that a release from the NMB leading to a right to strike is necessary absent agreement by that date.

The Company considers ALPA and the UAL MEC's communications (as well as the Continental MEC's recent communications) to be a campaign designed to incite concerted pilot action if an agreement is not reached by mid-June. The constant drumbeat that these negotiations must be completed by June 15 is creating an environment ripe for concerted pilot action in the event that negotiations are not completed by that time.

Under the status quo obligations of the Railway Labor Act ("RLA"), and more specifically, the November 18, 2008 injunction issued by the United States District Court for the Northern District of Illinois (the "Injunction"), ALPA and the UAL MEC are required to "take all reasonable steps within their power to prevent" any interference with United's operations.

The Company has no interest in spending its time seeking sanctions under the Injunction, and strongly desires to move forward in negotiations in an expeditious and productive manner. We continue to meet with the assistance of the NMB and will continue to do so in an effort to reach an agreement. Because we must maintain operational integrity in order to protect the traveling public and to ensure the Company's success and that of its employees, however, the Company will enforce its rights under the RLA and the Injunction if necessary.

We expect that you, the UAL MEC, and ALPA will immediately cease from issuing communications imposing an artificial deadline of June 15 for completion of negotiations, and inciting pilots to

engage in activity that violates the Injunction and the RLA. We also expect that you, the UAL MEC, and ALPA will immediately take all reasonable steps to ensure that all s-UA pilots perform normal pilot operations in compliance with the RLA and the Injunction.

Very truly yours,

A handwritten signature in black ink, appearing to read 'P. Douglas McKeen', enclosed in a thin black rectangular border.

P. Douglas McKeen  
Senior Vice President, Labor Relations  
United Continental Holdings, Inc.

cc: Bob Nichols, Esq.  
Bruce York, Esq.  
Michael Abram, Esq.  
Mike Bonds  
Fred Abbott  
Jennifer Coyne, Esq.  
Captain Lee Moak