



Labor Relations Update for UA Passenger Service, Fleet Service, Stores and Res Employees

Issue No. 4 – December 11, 2013

Retroactivity/Signing Bonus

Eligible IAM-represented employees will receive their Retroactive/Signing Bonus payments on December 16, as an off-cycle paycheck. We will make the payments through the normal process each employee has selected, either direct deposit or paper check. Payments will be subject to supplemental tax withholding, along with each employee's standard 401(k) deduction, if applicable. Retroactive/Signing Bonus payments are not considered earnings for profit sharing purposes, and 401(k) withholding from the payments is not eligible for any matching provisions.

Seniority List Integration

The IAM has posted the initial combined seniority lists for review on the IAM's website (www.contract.iam141.org). The report of findings and recommendations by neutral arbitrator Joshua Javits, along with the process for co-workers to protest their placement on the lists, are also available on the website.

2014 Vacation Bidding

Airport Operations, Reservations, Stores

Vacation bidding is proceeding at all locations according to established transitional processes and after consultation with local IAM representatives. Representatives of Labor Relations and the IAM continue discussions concerning the appropriate accrual rate for certain former sCO employees under the new accrual schedule.

United Club/Global Services Selection Process

The new IAM Passenger Service Agreement contains a provision that provides for the establishment of an interview selection process for Airport and Contact Center Global Services and United Club positions. Representatives from the IAM and the Company have begun to meet to discuss the selection process and implementation. The committee is discussing objective selection criteria, the interview process, performance expectations, and the extent to which some employees who have previously worked in these locations may be considered "pre-qualified." The plan is to have the selection process completed and implemented in January.

PCE Station Split/Ops Coordinator Classification Declaration

The Company met with representatives of the IAM on Tuesday, November 26 to review the plan for former sUA Public Contact employees to bid for either Passenger Service or Ramp Service positions. United and the IAM have finalized the allocated bid lines at each station, along with the timeline for completion of the process. Former sUA employees will first go through a “mock bid” to establish their ATW or BTW classification (separate from former sCO employees in the station, if applicable). We also discussed the process for former sCO Ops Coordinators to make a classification declaration. We expect the transition processes to be complete at all stations before the end of the year.