

## Negotiations update

### Report from the bargaining table

In the past eight months since I took the helm as United's VP of Maintenance Operations, I've had the opportunity to spend a lot of time traveling around the system and meeting with employees. One of the questions I am regularly asked is, "when will we have a joint agreement?" It's clear that reaching a joint agreement is important to you, and I want you to know that it's extremely important to me personally, and to United. We want to get a deal done that recognizes the outstanding work you do, preserves the top-tier pay and benefits United technicians currently enjoy, and that's also financially sustainable for the company long-term.

We're committed to achieving joint collective bargaining agreements with all of our work groups, and we've made a lot of progress over the past few years. We have joint deals done with represented work groups covering more than 40,000 of our represented co-workers. We also successfully negotiated separate agreements with our technicians and flight attendants following the merger announcement, as we now focus on the remaining joint agreements. United and the Association of Flight Attendants are currently engaged in a progressive "win/win" bargaining process, facilitated by the National Mediation Board. Although coming to terms on all of these joint agreements required mutual compromise in the resolution of complex and difficult issues, United and its labor partners worked together to overcome these challenges.

Negotiations with the Teamsters have taken longer than either party prefers. In the initial stages of joint negotiations, we engaged in facilitated discussions with the assistance of the National Mediation Board and made substantial progress. Prior to this week, progress had slowed and both parties had become frustrated. I am pleased to report that we had a good week of negotiations with positive momentum. The Teamsters provided a comprehensive proposal and we then both agreed to focus on discussions to reduce the number of open issues. We reached tentative agreements and signed off on four sections and two new letters of agreement, and are close to a tentative agreement on an additional section. We made progress on other areas of the agreement, and have agreed with the Teamsters that we will identify subject matter experts in other areas to meet prior to the next scheduled negotiation dates.

The fact is we still have work to do to get to a final joint agreement but it is important to us to bring our work groups together as one team. We are going to keep pushing for an agreement that's fair to all parties, and we are committed to making progress toward a joint collective agreement that recognizes and rewards our technicians for their contributions to the company.