

Sam's Update  
June 5, 2015

For the past ten months, United and AFA have been negotiating a joint collective bargaining agreement in good faith and with earnest effort by all parties. We're generally pleased with the progress made so far, but we have a lot of work left to do. The Company and the Union are committed to getting this done and delivering a comprehensive and fair contract that's good for our flight attendants and good for United.

Many important parts of the contract are already done. With the assistance of the National Mediation Board, United and AFA have reached full or partial tentative agreements on contract sections including *recognition, leaves of absence, job shares/partnerships, vacation, sick leave, onboard leadership program, medical examinations, moving expenses, uniforms, safety/health and security, union security/dues check-off, investigations/grievances and system board of adjustment*. We've also made good progress on several other sections such as *filling of vacancies, reduction-in-force and recall, training and general*, as well as the difficult subjects of *hours of service and reserve*. We have yet to reach consensus on the core issues of *scheduling, compensation, benefits, scope and duration*.

Over the coming six weeks of negotiations scheduled for June and July, we'll focus on reaching a full tentative agreement by the target completion date of July 23, 2015.

The challenges are substantial. United and AFA need to agree on the overall economics of the contract, ensuring flight attendants enjoy a top-tier package of pay, benefits and working conditions within a cost structure that allows United to remain competitive. But United and AFA can't agree until the AFA reaches agreement internally about what a contract should look like. Resolving the many differences between the current S-UA and S-CO/CMI agreements requires changing traditional practices and considering new approaches. We commend AFA for facing up to these challenges directly and professionally.

For our part, we're confident the joint agreement can be done in a timely manner – and, more importantly, that it will be done right. United, AFA and flight attendants will only accept a contract that is fair for everyone. Our task is to identify the common interests we share, balance the competing interests we know exist, and find common ground in those areas where we disagree.

It's critical that we continue in the spirit of mutual respect, cooperation and collaboration that has been the hallmark of these negotiations. To advance the negotiations and find solutions that improve flight attendants' lives, the Company must work with AFA, and AFA negotiators and flight attendants must work with each other. Working together we can achieve an agreement that, taken as a whole, will be supported by the majority of flight attendants, AFA and United. We're committed to doing just that.

Thank you for all that you do.

Sam