



Jeff Wall
Vice President
Labor Relations

VIA EMAIL

January 24, 2014

Gregory E. Davidowitch
President, United MEC
Association of Flight Attendants-CWA, AFL-CIO
6250 North River Road, Suite 4020
Rosemont, IL 60018

Dear Mr. Davidowitch:

It's no secret that United and the s-UA AFA MEC disagree about the reduction-in-force among s-UA flight attendants and the bridge program developed to mitigate the impact of the pending involuntary furlough. Nor is it surprising that opinions and perspectives expressed with regard to these matters may occasionally be less than cordial.

S-UA AFA's public posturing about the bridge program is one thing. It is quite another thing for any individual to disparage flight attendants who might benefit from the bridge program. There is credible information concerning s-UA AFA representatives and others encouraging the labeling – and libeling – of AFA members and co-workers who may consider or elect to participate in the bridge program as “scabs.”

The term “scab” is an offensive term used to ostracize and demean co-workers. Since flight attendant participation in the bridge program is not contrary to AFA by-laws or the terms of any collective agreement, use of the term “scab” is false and malicious, unprotected, and inconsistent with United's commitment to dignity and respect and the Working Together Guidelines policy against harassment. In these circumstances, we have zero tolerance for employees – whether currently in a union leadership position or not – referring to co-workers as “scabs” or engaging in other intimidating or harassing behavior.

Should we receive further credible reports of any individual engaging in harassment or using the term “scab” (or similar offensive terms) in reference to another co-worker or potential population of co-workers, we will take swift and decisive action to ensure compliance with our policies. I advise you to counsel your associates and your members concerning this issue and conduct yourselves accordingly.

Sincerely,

A handwritten signature in black ink, appearing to be "JW", followed by a long horizontal line extending to the right.