

**IAM SENIORITY INTEGRATION SUMMARY**

| <b>Craft</b>      | <b>Bid Seniority</b>   | <b>Company Seniority</b>   |
|-------------------|--|--|
| Passenger Service | UAL and MPI employees to use PCE Seniority Date as Bid Seniority Date. CAL and CMI employees to use Bid Date as Bid Seniority Date. Employees to be integrated in the order of these dates. <i>Report at 38-39.</i>  | UAL and MPI employees continue to use current Company Seniority Date for Furlough Recall purposes. CAL and CMI employees to use the earliest of Hire Date, Adjusted Hire Date, or Bid Date as Company Seniority Date for Furlough Recall purposes. Employees to be integrated in the order of these dates. <i>Report at 40-42.</i>       |
| Fleet Service     | <p>For basic classification, UAL employees to use Classification Seniority Date. CAL and CMI employees to use Bid Date. Employees to be integrated in the order of these dates. <i>Report at 38-39.</i></p> <p>For Lead classification, at UAL-only points/locations, Classification Seniority Dates and order retained. At CAL/CMI-only stations, Bid Date becomes Bid Seniority Date for Lead classification and current order retained. At points/locations where UAL and CAL employees overlap, integration to be done according to ratio rank methodology. <i>Report at 43-50.</i></p>        | UAL employees to use current Consent Decree Date as Company Seniority Date for Furlough Recall purposes. CAL and CMI employees to use the earliest of Hire Date, Adjusted Hire Date, or Bid Date as Company Seniority Date for Furlough Recall purposes. Employees to be integrated in the order of these dates. <i>Report at 40-42.</i> |
| Stores            | <p>For basic classification, UAL employees to use Classification Seniority Date. CAL and CMI employees to use Bid Date. Employees to be integrated in the order of these dates. <i>Report at 39.</i></p> <p>For Lead classification, at UAL-only points or stations, current Classification Seniority Dates and order retained. At CAL/CMI-only stations, Bid Date becomes Bid Seniority Date for Lead classification and current order retained. At points/locations where UAL and CAL employees overlap, integration to be done according to ratio rank methodology. <i>Report at 43-50.</i></p> | UAL employees to use current Consent Decree Date as Company Seniority Date for Furlough Recall purposes. CAL and CMI employees to use the earliest of Hire Date, Adjusted Hire Date, or Bid Date as Company Seniority Date for Furlough Recall purposes. Employees to be integrated in the order of these dates. <i>Report at 40-42.</i> |