



June 30, 2020

Brothers and Sisters at United Airlines,

Hopefully, you have all seen the latest Voluntary Separation Program 2 (VSP 2) that United Airlines has offered.

As we all try to navigate through these very tumultuous times together, I know we all wish there would be more value in this package. I also know that many of us, after seeing two VSP offers *and an enhancement* to the second one, may be expecting another, more lucrative VSP down the road. However, United Airlines officials have assured me there will not be any more enhancements or additional VSPs offered any time soon.

It is very important that all IAM members know that our union has engaged in many conversations with company officials regarding the voluntary separation programs and we strongly advocated for even more value to be added to them to encourage participation and reduce future layoffs. The Company responded by enhancing the VSP2 program significantly and providing up to \$45,000 in a Retirement Health Account.

The ability to sign up for the voluntary separation program (VSP2) is now open. While I believe that a more robust voluntary separation program would vastly increase participation and would greatly decrease future layoffs, this is a rich program and I encourage everyone to take a look to see if the VSP2 is a good fit for you. The VSP2 enhancements have some valuable components that may be of interest to you and your families.

Program offerings are specific to each individual employee and may change slightly due to factors **such as years of service and age.**

VSP2 highlights include:

- \$1,500 for each year of completed service up to a maximum of \$45,000 as a one-time credit to a Retiree Health Account to pay for your and your dependents' eligible medical expenses such as premiums, copays, prescriptions, dental services and vision services
- Eligibility for medical premium reimbursement, regardless of whether you are enrolled in a UA medical plan, which can be used towards any medical plan at United or elsewhere, such as another employer or a spouse's plan
- Extra CARP or 401(k) benefit
- Additional pass travel benefits

Please make sure to visit the VSP2 website. For questions on VSP2, call the UA Employee Service Center at 1-877-825-3729

In Solidarity,

A handwritten signature in blue ink, appearing to read "Michael G. Klemm".

Michael G. Klemm  
President & Directing General Chairman  
IAMAW, District Lodge 141