



Thomas Reardon
Managing Director
Labor Relations - Ground

Letter of Agreement
October 2020 Furlough Mitigation

July 22, 2020

Mike Klemm
President & Directing General Chairperson
Air Transport Lodge District 141
International Association of Machinists &
Aerospace Workers, AFL-CIO
1771 Commerce Drive, Suite 103
Elk Grove Village, IL 60007

Dear Mr. Klemm:

As a result of the COVID-19 pandemic and its unparalleled impact on United Airlines, United and the IAM have engaged in discussions in an attempt to fulfill our mutual desire to mitigate furloughs. This letter will confirm our understanding and agreement regarding the terms of the furlough mitigation offering (Voluntary Partial Pay Leave (VPPL)) for IAM represented employees.

Voluntary Partial Pay Leave (VPPL)

- Pay continuation at 25% of an employee's regular hourly rate as listed in the official employee profile.
- Continuation of Medical and Dental Insurance benefits at the active rates for employees currently enrolled in benefits through United.
- Vacation grant upon return from leave will be 25% of an employee's normal accrual.
- Length of term - 12 months beginning October 1, 2020.
- Company option to direct an employee to return to work with 14 days' notice.
- Company will not contest Unemployment Insurance, but will provide state agencies with information if requested.
- All IAM represented employees hired after November 1, 2013 will be afforded a minimum of 6 years of recall rights.
- Approval for participation in the program will be in seniority order based on workgroup, location and workforce planning needs.

In a further attempt to mitigate furloughs and in consideration for the benefits of the VPPL, the following temporary contract modifications to the 2016–2021 UA/IAM Fleet Service and UA/IAM Passenger Service Agreements are also agreed to in this letter effective through September 30, 2021.

Mr. Mike Klemm

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- Special Staffing Assignments: When the needs of service require additional employees at Austin, Texas (AUS) or Fort Lauderdale, Florida (FLL), the Company shall be allowed to staff these stations with employees on special assignments of up to 12 months, excluding any administrative time for training or badging. United and the IAM will meet to discuss allowing an additional station to this allowance should the need arise. Such positions will be filled for any position within a classification as follows:
 1. Furloughed qualified employees at that location from the basic classification will be offered the opportunity in seniority order to return to their work status;
 2. Regularly scheduled qualified part-time employees from the basic classification at the location will be given the opportunity to upgrade to full-time work schedules in seniority order;
 3. Existing employees from other locations as determined by the Company will be offered the assignment;
 4. Inactive furloughed IAM represented employees from other locations who have expressed an interest in such positions will be offered the assignment;
 5. Temporary employees from outside the Company may be hired as provided in Article 1, paragraph E.3. of the Agreements

(Note: the 12-month assignment time will not be diminished over the life of this agreement, so that assignments may continue to conclusion beyond the expiration of the agreement)


- The annual requirement to clear all IAM represented Contact Center employee work status change requests (PT to FT) is waived for 2020. The requirement will be reinstated for 2021.
- The Contact Center annual vacancy/work movement bid will be held as required, however the Company and the IAM will agree to caps on the number of employees that may be bumped for all functions (except for Premier and Global Services functions) at either 5% or 10% depending on function size.

Please indicate your concurrence by signing one copy of this letter in the place indicated below and returning it to the undersigned.

Sincerely,



Agreed, this 22nd day of July, 2020:



Mike Klemm
President & Directing General Chairperson
Air Transport Lodge District 141
International Association of Machinists &
Aerospace Workers, AFL-CIO

cc: Zachery Jones
Jon Roitman
Sito Pantoja