



Thomas Reardon
Managing Director
Labor Relations - Ground

Letter of Agreement
Denver Fleet Service Work

August 31, 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:

This letter will confirm our discussion and agreement regarding the accomplishment of certain fleet service work in DEN.

United agrees to insource the balance of the fleet service work in support of the United Express operation at DEN. Specifically, the Company will insource the following functions as soon as practicable and such work will remain insourced through the duration of “Section 6” negotiations for the successor Agreement to the 2016 – 2021 UA/IAM Fleet Service Employees Agreement.

- Fleet Service work in support of the United Express operation at the “A” Terminal East gates.
- Fleet Service work in support of the United Express operation at the “mixed use” gates currently performed by an outside vendor (the “gate work”), which will be in addition to the recently insourced gates and bag room areas.

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

The IAM agrees to allow special staffing assignments when the needs of service require additional employees at Boston, Massachusetts (BOS) or Tampa, Florida (TPA), with the Company withdrawing its ability to use special staffing assignments at Austin, Texas (AUS). The Company shall be allowed to staff BOS and TPA with employees on special assignments of up to 12 months, excluding any administrative time for training or badging. 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 their conclusion beyond the expiration of these terms on September 30, 2021)


The transactions and administration necessary to implement this agreement will be begin as soon as reasonably practicable upon execution of this agreement. This Letter of Agreement supersedes the Company's notifications to the IAM dated April 28, 2020.

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 31st day of August, 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