

LOA 9: Job Protections

April 14, 2023

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 confirms our understanding and agreement with respect to job protections and the contracting out of work. United hereby commits that, through ~~December 31, 2026 July 1, 2024~~, the Company will not contract out any non-core work to outside vendors currently performed by those IAM-represented United employees covered under the Fleet Service Employees, Passenger Service Employees, Central Load Planner Employees, Storekeeper Employees, Maintenance Instructor Employees, Fleet Technical Instructors & Related Employees and Security Officer Employees collective bargaining agreements, with the exception of non-core work listed below, which may be outsourced at the Company's discretion at any time; including: Passenger Service Employees and Fleet Service Employees collective bargaining agreements at all hub and station airport locations, including but not limited to:

- Administrative duties, business office work and scheduling
- Business Partner Program (BPP) in Cargo Reservations
- Web Master duties
- Aircraft Lavatory and Water Service
- Aircraft Cabin Cleaning
- Breaking Aircraft Food Service Seals
- Baggage Claim Bag Shagging

~~☐ Work at stations as set forth under Article 2.A.1;~~

~~☐ Work in support of United Express operations at CLE, EWR, IAH, LAX, ORD and SFO;~~

~~☐ Work insourced in support of the United Express operation at IAD;~~

~~☐ Work insourced in DEN in support of the United Express operations and TOB;~~

~~☐ Work retained through agreement between United and IAM (pursuant to Article 2.A.4.b) at ATL, BIL, IND, KOA, LIH, MCI, OGG, RDU, RNO, RSW, SAT, SJC, SJU, SLC, SMF, STL, and TUL;~~

~~☐ Work performed by IAM represented employees covered under the Central Load Planners, Storekeeper Employees, Maintenance Instructors, Fleet Technical Instructors & Related and Security Officers collective bargaining agreements;~~

~~☐ Work performed by IAM represented reservations agents covered under the Passenger Service Employees collective bargaining agreement;~~

~~After December 31, 2026 July 1, 2024, the provisions of Article 2 in the collective bargaining agreements for IAM-represented employees will remain in full force and effect, except to the extent modified by subsequent agreement.~~

After ~~December 31, 2026 July 1, 2024~~, the provisions of Article 2 in the collective bargaining agreements for IAM-represented employees will remain in full force and effect, except to the extent modified by subsequent agreement.

Sincerely,

/s/

Julianne Cooney, Director, Labor
Relations

Agreed, this 14th day of April, 2023:

/s/

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