

## Tentative Agreement

Company \_\_\_\_\_

Union \_\_\_\_\_

### Staffing Commitments LOA

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 summarizes our discussion regarding United's commitments regarding in-sourcing of certain work at designated airport locations.

United has agreed that, contingent upon IAM membership ratification and the Union's execution, no later than May 1, 2023, of the tentative agreements covering Fleet Service Employees and Passenger Service Employees dated May 1, 2023, the specified ramp operations and customer service functions at Miami, FL (MIA) and Colorado Springs, CO (COS) and the ramp operations currently performed in support of United Airlines/United Express operations under contract by outside vendors at Atlanta, GA (ATL), Raleigh Durham, NC (RDU), and Salt Lake City, UT (SLC) will, within 180 days of ratification (as long as sufficient Ground Service equipment is available, but in no case more than 12 months from DOR ), be in-sourced and performed by United Fleet Service and/or Passenger Service employees. and will be subject to the provisions of Article 2.A.1 of the respective agreements.

Open positions, as determined by the Company, within the job classifications in the Fleet Service and/or Passenger Service workgroups, as applicable, at the above locations will be filled in accordance with the provisions governing recall and filling of vacancies under the respective agreements.

Please indicate your concurrence by signing 1 copy of this letter in the place indicated below, and returning it to the undersigned.

Sincerely,

/s/  
Julianne Cooney, Director, Labor Relations

Agreed, this 14<sup>th</sup> day of April, 2023:

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