

LOA FTI 3: EPI/EPS Job Protections

Original November 17, 2014

Renewed April 4, 2016

Renewed April 10, 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 regarding job protection for Emergency Procedures Instructors and Emergency Procedures Specialists (EPI's/EPS's) as part of the Fleet Technical Instructors and Related Agreement dated November 16, 2014. The job security described below is provided in consideration of the Company's ability to assign other Company employee's to Flight Attendant emergency procedures instruction at the Company's sole discretion.

1. Scope/Vacancies:

a. The EPI/EPS job description will remain, but EPI's/EPS's will maintain a claim only to pilot emergency procedure instruction work which will be shared with FTIs. EPI's will have ability, and may be required to perform both pilot and flight attendant emergency procedures training and other training as needed. The Company agrees that flight attendant emergency procedures training will not be covered work under any other collective bargaining agreement for any class or craft at United.

b. The IAM remains bargaining agent and duly certified representative to resolve disputes for currently represented employees.

2. Job Description:

a. The EPI/EPS job description will specify pilot emergency procedures instruction training as core work, with flight attendant training or other assigned training as non-core additional duties to be assigned at the discretion of the Company, remaining at the work location.

3. Job Security:

a. No EPI/EPS will be furloughed as long as other United employees perform customary EPI/EPS flight attendant training work. However, the Company may furlough EPI/EPS under the following circumstances:

(i) Any significant reduction of operations and/or training capacity, technological advances rendering covered work unnecessary or obsolete;

(ii) FAA mandates that this work must be performed by other work groups.

b. If an employee is furloughed for one of the above enumerated reasons the employee will be separated if they fail to exercise their seniority rights in any Union position on property or transfers into a different position within 90 days.

c. The Company is excused from compliance with above due to force majeure events.

d. EPI will remain a classification under this Agreement until final EPI/EPS protected, voluntarily leaves position, retires, is promoted, or is terminated for cause.

e. The Company will create a career path for current EPI/EPS to transition to the FTI classification and or other positions within the Company based on a competitive selection process.

f. The Company agrees that it will maintain a minimum level of EPI/EPS to perform pilot emergency procedure training. No EPI assigned to perform pilot emergency procedure training will displace an FTI or create a furlough of an FTI.

4. Seniority and furlough protection:

a. Employees who transfer to another position or are promoted have a right to return for 180 days from the date of transfer or promotion.

5. Unless modified herein, the terms of basic agreement apply to EPI's/EPS's.

Please indicate your concurrence by signing one copy of this Letter of Agreement as indicated below, and returning it to the undersigned.

Sincerely,

/s/ Julianne Cooney

Julianne Cooney
Director, Labor Relations
United Airlines

Agreed, this 10th day of April, 2023:

/s/ Mike Klemm

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