

## ARTICLE 2: JOB SECURITY

### A. Job Security

#### 1. Contracting Out of Core Work

a. The Company will not contract out to outside vendor(s) the “core” work currently performed by Fleet Technical Instructors, except as provided for temporary assignments as described in Article 1 D.2.d. The core work of Fleet Technical Instructors generally consists of conducting aircraft systems training, flight procedures training as necessary to support the instruction of systems, aircraft performance and aerodynamics training, conducting and remediating the Systems Validation in accordance with the Advanced Qualification Program (AQP) document, for pilots assigned to fly Company aircraft utilizing flight simulators or other training devices and in a classroom environment, and participating in the training of new and existing FTIs according to procedures established by the Company.

b. Except as provided in Letter of Agreement #9, non-core work currently performed by Fleet Technical Instructors may be contracted out, provided it does not directly cause a reduction-in-force for employees employed as of April 18, 2016 at the location(s) where the contracting out occurs.

c. ~~As provided in Letter of Agreement #9, Work currently performed by IAM represented Flight Training Instructional Systems Designer employees may not be contracted out prior to December 31, 2026 June 30, 2031 (pending DOR). The methods of completing the work as of DOR are not intended to change.~~

d. IAM represented Flight Standards Technical Writers will continue to perform all work currently being performed on Date of Ratification along with any work described in the Classification Article 1. If a project arises that requires immediate or time sensitive attention or work that exceeds the ability of the current workforce, the Company may contract out some or all of the project, depending upon the staffing and time required to complete such project. Furthermore, this paragraph is not intended to change or alter how Flight Standards Technical Writers currently partner with management to complete certain projects or parts of projects. Work currently performed by Flight Standards Technical Writers may not be contracted out if it results in a reduction of staff prior to June 30, 2031.

#### 2. Conferences Between the Company and Union

a. In the event the Company decides to close a location or contract out work currently performed by employees covered by this Agreement, the Company and Union will meet and confer at least 60 days prior to implementation to review and evaluate the impact to employees. The following will be considered during the review and evaluation:

- (i) A detailed description of the nature of the proposed location closing or contracting out;
- (ii) The approximate number of employees and locations likely to be affected;
- (iii) The impact on the job security of the affected employees;
- (iv) The reason for the change and the impact it will have on the Company’s operation; and

(v) The Company's plan to minimize the impact.

b. If the location closure or contracting out may result in a reduction-in-force of employees covered by this Agreement, the Company and Union will meet to discuss alternatives and reasonable efforts to provide retraining and/or alternate job placement within the Company for affected employees.

3. EPI/EPS Job Security:

a. Except as provided in Letter of Agreement #9, no EPI/EPS employed by the Company as of the date of Ratification of this 2023 – 2025 FTI and Related employee Agreement, 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) The 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 the final protected EPI/EPS, voluntarily leaves the 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.

~~4. 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.~~