

MAR 16 2023

**LETTER OF AGREEMENT
BETWEEN
UNITED AIRLINES, INC.
AND
THE FLIGHT ATTENDANTS
IN THE SERVICE OF
UNITED AIRLINES, INC.
AS REPRESENTED BY
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

This Letter of Agreement is made and entered into in accordance with the Railway Labor Act by and between United Airlines, Inc. (the “Company”) and the Association of Flight Attendants – CWA, AFL-CIO (the “Union”).

WHEREAS, the parties entered into a Letter of Agreement – International Base Closure on October 28, 2020 regarding the closure of the bases in Narita (Tokyo), Japan, Hong Kong and Frankfurt, Germany, hereafter the “Letter of Agreement”; and

WHEREAS, the preferential right of reemployment in the Letter of Agreement is set to expire as of March 31, 2023; and

WHEREAS, the parties recognize that some challenges existed to obtaining the necessary documentation to be based in the United States;

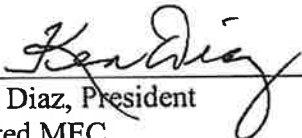
THEREFORE, the parties agree to the following terms:

1. The parties October 28, 2020 Letter of Agreement – International Base Closure will be amended to extend the period of time the Flight Attendants covered by the Letter of Agreement will have a preferential right of reemployment under paragraphs 2 and 5. The amended paragraphs 2 and 5 will now read, respectively:
 2. Should the Company open an International Base or post vacancies to the London Base between October 1, 2020 and September 30, 2023, Flight Attendants separated pursuant to paragraph 1, above, will have a preferential right of reemployment to fill those vacancies on the following terms:
 5. Should a Flight Attendant separated pursuant to paragraph 1, above, become eligible to be based in the United States between October 1, 2020 and September 30th, 2023, she/he will have a preferential right of reemployment to fill a vacancy at a U.S. base on the following terms:
2. MEC grievance 15-22 will be scheduled for mediation/arbitration with Arbitrator Steve Bierig on mutually agreeable dates from the current System Board of Adjustment calendar;

3. Upon resolution of MEC grievance 15-22, the parties agree that Paragraph 2 and 5 of the October 28, 2020 Letter of Agreement – International Base Closure will again be amended to further extend the period of time the Flight Attendants covered by the Letter of Agreement will have a preferential right of reemployment. The amended paragraphs 2 and 5 will then read:
 2. Should the Company open an International Base or post vacancies to the London Base between October 1, 2020 and March 31, 2024, Flight Attendants separated pursuant to paragraph 1, above, will have a preferential right of reemployment to fill those vacancies on the following terms:
 5. Should a Flight Attendant separated pursuant to paragraph 1, above, become eligible to be based in the United States between October 1, 2020 and March 31, 2024, she/he will have a preferential right of reemployment to fill a vacancy at a U.S. base on the following terms:
4. All other terms of the October 28, 2020 Letter of Agreement – International Base Closure remain unchanged by this extension;
5. This Letter of Agreement does not modify any terms of the JCBA except as explicitly provided for above;
6. This Letter of Agreement is entered into without setting either practice or precedent for any future similar situation;
7. This Letter of Agreement shall not be referenced in any dispute or proceeding except as may be necessary to enforce its terms.

The parties hereto have signed this Letter of Agreement this 1st day of March, 2023.

**FOR THE FLIGHT ATTENDANTS
IN THE SERVICE OF UNITED
AIRLINES, INC.**


Ken Diaz, President
United MEC

FOR UNITED AIR LINES, INC:


John Slater
Senior Vice President – Inflight Services