



Thomas Reardon
Managing Director
Labor Relations - Ground

VIA EMAIL

September 28, 2020

Vinny Graziano
National Coordinator, Airline Division
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

RE: RIF Vacancies

Mr. Graziano,

This letter will confirm our understanding and agreement regarding United Airlines' recalculation of reduction in force (RIF) options for IBT-represented employees impacted by the October 1, 2020 RIF.

1. United will recalculate RIF awards upon removal of overstaff vacancies created by the Company that were over and above July 17, 2020 staffing levels.
2. The new awards (attachment A) will be communicated to employees as soon as administratively possible and will be effective at least 14 days after employee notification.
3. As a result of this action by the Company, the Union will allow the Company to retain employees in seniority order by Bid Area Qualification at select locations as necessary to maintain required staffing for up to 90 days in order to effectuate this LOA, fill system vacancies through the system bid process, and accomplish necessary recalls if any.
4. The IBT will withdraw all grievances related to the matter of system vacancies included in the RIF calculations, and will not bring forward on behalf of employees or the Union, any future grievances claiming a contractual obligation that such vacancies should be included in the current RIF.
5. This Agreement is not an admission by the Company of any wrongdoing or violation of the CBA, and it will never be cited by the Union in any grievance or proceeding not involving the proper execution of the terms of this agreement.
6. The IBT has requested expedited arbitration for grievance #2020-19-IAH-UA-67 Robert Clever et al (The FRD Grievance), and for grievance #2020-19-IAH-UA-44 Gary Miller et al (the Audit Trail Grievance).
 - a. Although not required under the CBA, the Company agrees to expedited arbitration on these matters with an initial hearing conducted not later than November 30, 2020. This agreement is on a non-precedential, no-cite basis.

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- b. The IBT agrees that these matters are minor disputes under the meaning of RLA, and the IBT will not take any legal action seeking to enjoin the Company on this or any other matter related to the October 2020 reduction in force.

Please indicate your agreement by signing one copy of this letter in the space indicated below and returning it.

Sincerely,

A handwritten signature in blue ink, appearing to read "Thomas P. Scudlough". The signature is written in a cursive style with a large initial 'T'.

Agreed, this 28th day of September 2020:

Vinny Graziano

cc: David Bourne
Zachery Jones
Tom Doxey