

EXHIBIT 3



Thomas Reardon
Managing Director
Labor Relations - Ground

Via USPS

May 1, 2018

Mr. Harry Beier
8142 West Granite Drive
Granite Bay CA 95746

Dear Mr. Beier:

I am writing to respond to your request for arbitration of your grievance before the United Airlines – International Brotherhood of Teamsters Board of Arbitration. Unfortunately we must decline your request. As you know, your grievance was filed in 2016 concerning the lack of a defined benefit program for sUA mechanics. The IBT did not appeal your case to arbitration. In fact, the IBT withdrew your grievance in August 2017 and informed you that it did so. With this withdrawal there is no right to proceed to the Board of Arbitration because there is no live grievance. We need not determine whether you or any group of employees would have the right to proceed before the Board without support of IBT because you did not raise the issue for more than six months. Any appeal to the Board of Arbitration would, therefore, be untimely even if the grievance had not been withdrawn with prejudice.

The Company considers this matter to be closed.

Sincerely yours,

A handwritten signature in black ink that reads "Thomas Reardon".

Cc: Jessica Kimbrough – WHQLR
Eric Mennel – WHQLR
Airline Division, International Brotherhood of Teamsters, Legal Department