



Thomas Reardon
Managing Director
Labor Relations - Ground

February 11, 2021

Vincent Graziano
Airline Division
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W. Washington, DC 20001

RE: Bid Area Recall Rights LOA

Dear Vinny:

This Letter of Agreement (LOA) will confirm the understanding between United Airlines and the IBT reached during recent discussions concerning permanent recall to Bid Areas.

The parties have agreed that recall to an employee's original Bid Area is mutually beneficial to the Company and certain IBT represented employees. Additionally, the ability for employees to elect to limit their recall to an original Bid Area will provide for process efficiency beneficial to the Parties. Accordingly, this LOA will outline the steps required to implement the Bid Area and limited recall processes.

1. Recalls will be in Furlough Recall Date (FRD) seniority order.
2. For employees who wish to elect to limit their recall to only their original bid area, and for employees displaced by Reduction-in-Force (RIF) or Recall to another Bid Area at their original station and wish to be added to and remain on the recall list at their original station for their original Bid Area until recall is offered to their original Bid Area, the following will apply:
 - A. Active employees within the location will be given a one-time opportunity to submit their preference to be added to the recall list to their original Bid Area at their original station. Employees will have 14 days from the date of ratification of this LOA to submit their preference to be added to the recall list for their original Bid Area.
 - B. Active employees at a location other than the original location, will be given a one-time opportunity to submit their preference to be added to the recall list to their original bid area at their original location in the event they accept recall to a Bid Area at their original location other than their original Bid Area. These individuals will have 14 days from the date of notification of recall to submit their preference to be added to the recall list for their original Bid Area.
 - C. Active employees who, prior to this agreement, were displaced to a location other than their original location and who declined their classification recall to a Bid Area in their original location other than their original Bid Area, will be given a one-time opportunity to be added, prospectively, to the recall list for only their original Bid Area, classification, and station. Employees will have 14 days from the date of ratification of this LOA to submit their preference to be added to the recall list for their original Bid Area, classification and station.

- D. Inactive employees, when at the time of recall to active status to their original location in a Bid Area other than their original Bid Area, will be offered a one-time opportunity to be added to the recall list for their original Bid Area at their original location. Declining classification recall to any Bid Area at the employee's original location will close-out all of an employee's recall rights to that location. These individuals will have 14 days from the date of notification of recall to submit their preference to be added to the recall list for their original Bid Area.
 - E. Employees on Lay Off at the Point (LOAP) and employees displaced to a location other than their original location, may elect to limit their recall to only their original location and Bid Area. Employees will have 14 days from the date of ratification of this LOA to submit their preference to be restricted to the recall list for their original location and Bid Area only.
 - F. Employees will only be given a one-time option to be added to the recall list for their original Bid Area or to limit their recall to their original Bid Area as noted in either A, B, C, D or E above, through a method to be determined by the Company.
 - G. Employees will be removed from the original Bid Area recall list upon accepting or declining recall to the original Bid Area.
 - H. In the event an employee's bid area and classification no longer exists at their original station, and they are at a station within their original point, the employee will be allowed to elect the original bid area at their current station within their original point.
3. Upon its ratification no later than March 12, 2021, this LOA and its terms will be implemented as soon as practicable and will apply only on a prospective basis from its ratification and implementation.
 4. If any unforeseen circumstances arise during this process, a representative of the Company's LR department and the Union's Airline Coordinator will confer and agree on the handling of that circumstance.

Please indicate your concurrence by signing one copy of this letter in the place indicated below and returning it to the undersigned.

Sincerely,



Agreed, this 11th day of February 2021:



Vinny Graziano

cc: Tom Doxey
Zachery Jones
David Bourn