

Dear Fellow Pilots,

The MEC voted to send the Pandemic Recovery Letter of Agreement for Membership Ratification. The decision is now yours to accept or reject this Agreement. We, the undersigned, voted against the LOA and recommend that you reject this TA for the following reasons.

Pandemic Recovery. The company has stated they would like to bounce back quicker, stronger, ahead of the industry when air travel recovers. We are paying for the bulk of that flexibility with drastic Minimum Pay Guarantee (MPG) cuts without knowing what that possible recovery looks like. In doing so, pilots are subsidizing United's desire to be poised for recovery. Recovery may or may not come any time soon. Pilots under threat of furlough and any future pilots who are threatened by furlough can be held hostage in the future.

Furlough Mitigation. The core portion of this agreement trades a reduction in MPG by reducing or delaying furloughs. By this upcoming June, the company can furlough up to 2,007 pilots hired after August 20, 2016 **and** retain their cost saving MPG reduction until October 2022. This TA sets the precedent that we will negotiate and pay for furloughs in the future. It is not unfathomable that in June, they will threaten furloughs beyond the 2,007 pilots and force a renegotiation rather than a termination of the TA.

MPG Reductions. The Minimum Pay Guarantee (MPG) is a core contract component. It guarantees you a minimum pay regardless of flying levels. MPGs have declined from a high mark of 78 hours to 70/73, and now would be further reduced to between 35 and 60 hours depending on seniority. Even during the LUAL bankruptcy, MPG did not go below 65 hours. The MPG is not to protect you when schedules are full. It protects you when schedules are reduced.

Bad Precedence. This TA has numerous concessionary components that can lead to regressive pattern bargaining during an economic downturn. We are extremely concerned that the bad precedent set will be revisited time and again in future negotiations. If we approve this TA, there is no denying we shift the responsibility for furloughs away from the company and onto ourselves.

This agreement is temporary in contractual duration only. Concepts out of an LOA can be the baseline of a new permanent low water mark in a contract. A historical example that demonstrates this is the 1997 RJ Exception LOA. That LOA led to larger, clearly undesirable consequences by opening the door to successive agreements. What started as a combined 65 out-sourced jets (LUAL) has expanded to over 650 RJs that we are competing against for flying. Nothing is permanent or temporary, just renegotiated.

Flawed Mechanisms. A cornerstone of our negotiating philosophy is the seniority system. For multiple reasons, the complex structure of this TA will create numerous inequities and seniority abrogation that stands against this core principle. Pilots were displaced under one set of rules. Undoing those displacements will create confusion and uncertainty at a time where we need it least. This TA is making a bad situation worse.

Pilots within the same seniority grouping can expect a range of pay and lifestyle choices. This pay protection / junior man matrix / displacement process upsets those expectations and our understanding of seniority.

This TA creates situations where seniority is abrogated by providing higher pay or quality of life for those pilots bumped compared to those not bumped. More senior pilots who were not bumped

find themselves excluded from this process. Line value differences between fleets are amplified for pilots that have differing MPGs. Many 787 pilots have been flying full schedules while other fleets or positions will likely continue to have a very reduced schedule. This illustrates, among other things, how a senior non-bumped pilot who could have otherwise been awarded a 787 position, but was not. The three year bidding freeze included in the TA exacerbates the problem.

The three-way split in the tiered mpg reduction matrix, literally, divides us. Keep in mind that whatever protections you receive from the TA will be paid largely from MPG reductions of other groups.

Conclusion. At its root, trading MPG, abrogating seniority, setting bad precedent, and resulting disparities between fleets and seats are bad ideas and are too high a price to pay. All of us are empathetic to those looking at furlough. The lessons of the past have taught us that creative “solutions” today often harm those we are trying to protect.

This recommendation against the LOA is not meant as an abandonment of those who will very likely be furloughed should the TA fail. We want you to return swiftly to an intact contract that does not damage your future career. Read the TA - objectively and without spin. We strongly believe that all UAL pilots and the future of our profession are best represented by a “no” vote.

Respectfully,

A handwritten signature in black ink, appearing to read 'J Crytser', with a large, sweeping flourish at the end.

DCA Captain Jim Crytser, C11 Chairman

A handwritten signature in black ink, appearing to read 'W Morse', with a long, horizontal flourish extending to the right.

ORD Captain Wendy J Morse, C12 Chairman

A handwritten signature in black ink, appearing to read 'Phil Anderson', with a long, horizontal flourish extending to the right.

ORD First Officer Phil Anderson, C12 Vice Chairman