

## CCS MESSAGE

January 5, 2018

Changes to international flying impacting pmCO Language Bases.

As we prepare for the summer flying season, we will see several subsidiary swaps on international flights that are staffed with language speakers. These changes will impact language speakers and flight attendants at international bases. The Company and Association (AFA) share an interest in keeping flight attendants in their geographic base. Given the aircraft reassignment or cessation of service that will reduce the need for specific language flying, the Company will implement the following accommodations:

- LLS-CAM. Mandarin flying from LAX will end mid-February 2018 for pmCO and is not expected to return before Common Metal (CMS).
- SLS-FRE. French flying from SFO will end in April 2018 for pmCO and is not expected to return before CMS.
- WLS-FRE. French flying from IAD will end in April 2018 for pmCO and is not expected to return before CMS.
- SLS-HBR. Hebrew flying from SFO will end in May 2018 for pmCO and is not expected to return before CMS.
- For international bases flying the non-language positions, to the extent possible we will balance flying between the pmCO international bases, by creating or removing 6-day, 4-leg W pairings at the international bases. Additionally the summer schedule includes summer-only flying for many bases which will be used to balance flying. A chart reflecting the summer flying schedule for the international widebody fleet is posted on the Crew Scheduling page. You can find this chart on Flying Together / Inflight Services / Crew Scheduling.

LLS-CAM, SLS-FRE and SLS-HBR

Flight Attendants based at LLS-CAM, SLS-FRE and SLS-HBR will be transferred to the domestic base at their respective geographic location (LAX and SFO). The transfer effective dates will be:

- LLS-CAM Flight Attendants will transfer to LAX effective for the March schedule month
- SLS-FRE Flight Attendants will transfer to SFO effective for the May schedule month
- SLS-HBR Flight Attendants will transfer to SFO effective for the June schedule month.

In the unanticipated event this flying is reassigned to pmCO, the affected LLS-CAM, SLS-FRE and SLS-HBR Flight Attendants will retain a preferential right of return to their previous primary language qualification base.

Flight Attendants impacted by the reassignment of flying for LLS-CAM, SLS-FRE and SLS-HBR may submit transfers to any pmCO Flight Attendant base pursuant to Section 17.A of the JCBA and will not be subject to the transfer 'freeze' restrictions outlined in Section 17.A.3. Should any

Flight Attendant transfer to another location they will no longer retain the preferential right to return to LLS-CAM, SLS-FRE or SLS-HBR language bases.

The Company will process pmCO transfers to LAX to ensure that all Flight Attendants with transfers on file for the January 2018 schedule month who are senior to the most junior LLS-CAM Flight Attendant will be transferred to LAX for the March bid month. The Company will also process pmCO transfers to SFO to ensure that all Flight Attendants with transfers on file for the January 2018 schedule month who are senior to the most junior SLS-FRE and SLS-HBR will be transferred to SFO for the March bid month.

#### WLS-FRE

The Company will continue to assign a limited amount of French flying to WLS-FRE. As we do not anticipate FRE flying returning to pmCO before Common Metal (CMS) at IAD, the limited amount of flying will most likely depart from EWR, and represent a single position to a French speaking destination. This will provide flying for about 6 lineholder positions.

Flight Attendants impacted by the reassignment of flying for WLS-FRE may submit transfers to any pmCO Flight Attendant base pursuant to Section 17.A of the JCBA and will not be subject to the transfer 'freeze' restrictions outlined in Section 17.A.3. Should any flight attendant transfer to another location, they will be considered to have voluntarily left the WLS-FRE base and will have no preferential right to return.

The language base structure currently used for pmCO locations is unique to the pmCO Agreement. We will move away from this process after Common Metal. Once all flight attendants are working as a single work group, flight attendants with language skills will be able to bid for language lines, and will hold the language line if their seniority permits. Flight attendants will no longer be locked into a single language base, but will have the opportunity to bid Domestic or International schedules as well as any language in which the flight attendant is qualified.

Should you have questions about these upcoming changes, please contact Tim Wilson at [Tim.Wilson@united.com](mailto:Tim.Wilson@united.com) or by phone at 872-825-6840.

Sincerely,  
Tim Wilson  
Senior Manager Crew Staffing.