



Sam Risoli
Senior Vice President
Inflight Services

VIA EMAIL

May 12, 2014

Marcus N. Valentino
President, Continental Master Executive Council
Association of Flight Attendants – CWA, AFL-CIO
6250 North River Road, Suite 4025
Rosemont, IL 60018

Gregory E. Davidowitch
President, United Master Executive Council
Association of Flight Attendants – CWA, AFL-CIO
6250 North River Road, Suite 4020
Rosemont, IL 60018

Dear Messrs. Valentino and Davidowitch:

This serves as notification of United's intent to adjust staffing levels in flight attendant bases effective with the October 2014 bid month, pursuant to Section 13 of the s-CO-AFA collective agreement and Section 22 of the s-UA-AFA collective agreement.

Over the past two years, as we have redeployed aircraft across the system, the natural flow of scheduled flying has shifted, resulting in staffing imbalances among the bases. Opening new bases and various voluntary programs have helped address, but have not solved, this problem. The base imbalances adversely impact costs and revenues, and they affect both s-CO and s-UA flight attendants in terms of scheduling efficiency, the quality of pairings, ability to trip trade, line averages and overall quality of life. Accordingly, we are taking action to rebalance the bases. Effective with the October 2014 bid month, we will move a combined total of up to 900 active flight attendants to more effectively match staffing to the flight schedule. We propose to discuss these plans, details on the populations of flight attendants and the bases potentially affected, and approaches to mitigate any adverse impacts of base rebalancing during our scheduled negotiation sessions in Chicago beginning May 13, 2014.

Sincerely,

A handwritten signature in black ink that reads "Sam Risoli".

Sam Risoli
Senior Vice President, Inflight Services