

Furlough Mitigation Resolution

Whereas United management has determined there should be a potential reduction in force of up to 15,100 Flight Attendants, and

Whereas United management has stated the need for this reduction in force is necessary to recover from the adverse effects of the COVID-19 pandemic and a return to profitability, and

Whereas United management has stated a desire to be able to “snap back” opportunistically while saving cash and developing a “flexible people plan”, and

Whereas the United MEC is prepared to do everything possible to eliminate the need for the involuntary furlough of any of the more than 25,000 Members we represent, and

Whereas our Contract provides the company with a number of scheduling mechanisms to manage manpower and keep employees connected to their benefits, and

Whereas proactively managing manpower and keeping employees qualified and working is what best positions the company to respond to resurgence in the demand for air travel.

Therefore Be It Resolved the United MEC directs the MEC President/designee to enter into discussions with United management on the following points:

Discretionary Time Off

- *Provide incentives for voluntary discretionary time off.*
- *Provide for a variety of Special Leave periods to be offered based on seniority*
- *Implement a process to provide for partial month Special COLAs*
- *Aggressively pursue and award Partnerships of varying durations with varying start dates*
- *Expand opportunities for daily discretionary time off*
- *Continued use of Reserve schedules having more than the minimum 12 days off*

Be It Finally Resolved that any agreed upon solutions will be incorporated into a Letter of Agreement that will govern how the extraordinary manpower overage caused by the COVID-19 pandemic will be systematically addressed until United returns to a full flight schedule.

*Adopted
July 10, 2020*