

Involuntary Furlough Q&A for Flight Attendants

UPDATED AS OF: August 26, 2020

ELIGIBILITY AND SENIORITY

If I am currently on a leave of absence can I be involuntary furloughed?

- Personal Leave: Yes
- Military Leave: Yes
- Special Leave: Yes
- Education Leave: Yes
- Union Leave: Yes
- Parental Leave: Yes
- Medical Leave: Yes (Occupational, Non-Occupational, FML, and Maternity)

If I am qualified-purser or language-qualified can I still be involuntarily furloughed?

Yes.

If I am a flight attendant who transferred from a union job can I return to that position?

If you transferred from another union position, your return to that position is governed by the provisions of that specific Agreement.

Are flight attendants involuntarily furloughed in accordance with their Company seniority or classification (SW) seniority?

Involuntary furlough is based on flight attendant classification seniority system wide

What will happen to my classification (SW) seniority?

Under the terms of Section 18.G. of the Agreement, flight attendants on involuntary furlough do not accrue classification (SW) seniority while on furlough.

What happens to my United company seniority?

Under the terms of Section 18.G. of the Agreement, flight attendants on involuntary furlough will accrue company seniority while on furlough.

RECALL

Is there anything I need to do to ensure my recall rights?

Yes. First, you must keep the Company updated on your current, permanent address as this is the address to which your recall notice will be sent. After you have been involuntarily furloughed, you can update your records by contacting the Employee Service Center - HR Operations at 877.825.3729. You must also update your records when you will be away from your permanent address more than 30 days.

You must respond to the recall notice within fourteen (14) days after receiving the notification. Additionally, you must have successfully completed the checkout process and surrendered requested Company property to your base.

If a flight attendant is recalled to a different base can she/he remain involuntary furloughed to wait for an opening in her/his original base?

No.

Will a permanent bid for a transfer to another base remain on file during the time of involuntary furlough?

No. A Flight Attendant on involuntary furlough status will have any existing bid(s) on file canceled. Upon return to active status, she/he may again submit a bid(s).

When recalled, will a flight attendant have priority to return to the base from which she/he was involuntarily furloughed?

An involuntarily furloughed flight attendant will be re-employed in order of system classification seniority. Therefore, a flight attendant could be recalled to a different base in accordance with Section 18B. of the Agreement.

Will recall to the base from which involuntarily furloughed take precedence over bids on file to that base?

Yes. Recall to the base from which involuntary furloughed will take precedence over bids on file to transfer to that base.

Will involuntary furloughed flight attendants be recalled prior to voluntary furloughed flight attendants?

Yes. If a recall is necessary due to the needs of the operation. Involuntary furloughed flight attendants will be recalled in system seniority order prior to any voluntary furloughed flight attendants.

I am on an emergency transfer. Will I return to the emergency transfer base when I'm recalled?

Emergency transfers will be rescinded. You will be on involuntary furloughed from your permanent base and recalled in accordance with Section 18.B of the Agreement.

BENEFITS

What benefits will I receive if I am involuntarily furloughed?

Coverage under the Company's medical/dental/vision plans will continue for the first 90 days of involuntary furlough as long as you continue to pay any required employee contribution. After 90 days, to continue coverage for the next 15 months, you will be required to pay the full cost of the coverage plus a 2 percent administrative fee

You will also retain pleasure pass travel privileges on United and United Express for six months from the effective date of the involuntary furlough. This does not include access to jumpseat travel.

If you participate in the Group Universal Life (GUL) insurance plan, you may continue your coverage while you are involuntarily furloughed by paying the premiums directly to Securian. You may contact Securian at 1-866-887-1043 for additional information.

Do I need to elect COBRA in order to receive the subsidy from the Company for the first 90 days?

Yes, you do need to opt into COBRA to receive the subsidy for the first 90 days. If you continue COBRA after the 90-day period, you will pay the full cost of coverage plus the 2% administrative fee.

Can I retire from Involuntary furlough and access retiree travel?

You may not retire directly from involuntary furlough status for purposes of accessing retiree medical plans, however, you may elect to change to retired status while on involuntary furlough for purposes of accessing retiree pass travel by contacting the United Benefits Service Center to initiate the process. To qualify you must meet the age and active service requirements at the time you are placed on furlough. If you choose to retire while on furlough status, you will not maintain any recall rights and you will not be eligible for any retiree medical benefits.

Will an involuntarily furloughed flight attendant get COMAT authority for personal belongings?

Yes, 500 pounds within North America or 1000 pounds between international and U.S. locations.

PAYROLL

As a flight attendant, will I retain my sick leave hours accrued prior to the involuntary furlough?

Yes. An involuntarily furloughed flight attendant will retain the sick leave hours that she/he accrued prior to the involuntary furlough for use upon return to active status.

Can a flight attendant postpone the receipt of vacation pay?

No. All unused 2020 and accrued vacation pay for 2021 and 2022 will be paid out in your final paycheck approximately 45-60 days after the effective date of the involuntary furlough.

If I am placed on involuntary furlough, what do I do with my uniform?

Basic items are retained by the furloughed Flight Attendant. You are responsible for returning to service with all required items. If items become obsolete during the furlough period, the company will furnish new items. If you still owe money on the original uniform, payments will be deferred until you either return to the payroll or resign. Unused and accrued uniform points will be available for use upon your return to active status up to the maximum allowable. No uniform points are accrued while on furlough.

STILL HAVE A QUESTION?

Updated 8/26/20

Please contact the **Furlough Call Center** if you do not see the answer to your question above:

- Furlough Call Center: (800)-FLT-LINE (358-5463), Option 4/9/1
- Hours of Operation: 08:00-16:30 CST 7 days a week
- E-Mail questions: flightattendantfurlough@united.com