



# Involuntary Furlough Mitigation Program (IVFMP) Letter of Agreement FAQ

## 1. When does this Letter of Agreement (LOA) become effective?

This Letter of Agreement became effective on August 13, 2020. If there is no Payroll Support Program passed by Congress, it will be implemented on October 1st. If the Payroll Support Program is extended, the LOA is not implemented.

## 2. When is the election period for participation in the Involuntary Furlough Mitigation Program?

<b>Bids Open</b>	August 18, 2020
<b>Bids Close</b>	August 24, 2020, 0800 Central Time

See Flying Together for specific instructions on how to make the election.

## 3. What is the Involuntary Furlough Mitigation Program (IVFMP)?

The Involuntary Furlough Mitigation Program (IVFMP) is designed to provide an alternative to Involuntary Furlough for as many Flight Attendants as possible who would otherwise be subject to Involuntary Furlough. The goal of the program is to mitigate the number of Flight Attendants subject to Involuntary Furlough.

## 4. Who is eligible to participate in the IVFMP?

Any Flight Attendant senior to the most junior 5,500 (approximately August 2015), who would be contractually subject to Involuntary Furlough following the award of the Furlough Mitigation Partnerships (FMP).

## 5. How will the IVFMP reduce the number of Flight Attendants subject to Involuntary Furlough?

The IVFMP provides a one-time voluntary, irrevocable option to be placed into the program in lieu of being placed on Involuntary Furlough status.

Additionally, the LOA provides that all Voluntary Furlough requests from eligible Flight Attendants on file as of the close of the Voluntary Furlough bid will be awarded (subject to previously published limits on the 8-month option).

## 6. How does the IVFMP work in conjunction with Voluntary Furloughs and the Furlough Mitigation Partnerships?

The IVFMP simply increases the number of Flight Attendants who will *voluntarily* reduce the size of the Flight Attendant workforce. This will result in fewer people subject to Involuntary Furlough, and keep that many more connected to their benefits, most importantly Healthcare Insurance during the COVID-19 pandemic.

## 7. Will this Letter of Agreement result in fewer Involuntary Furloughs?

Yes. Involuntary Furloughs will be reduced by the number of eligible Flight Attendants opting into the IVFMP.



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### 8. What is the duration of the IVFMP?

The duration of the IVFMP LOA will be thirteen (13) months and run concurrent with the longest Voluntary Furlough period offered.

### 9. What happens at the end of the thirteen (13) month duration of this LOA?

The Letter of Agreement expires.

### 10. If I am subject to Involuntary Furlough and I *do not* elect to participate in the IVFMP, will I be placed on Involuntary Furlough status?

Yes.

### 11. What happens to me if I elect to be placed into the IVFMP?

You will continue your employment with United Airlines and will be assigned a *No Activity Line* (NAL) of flying on a monthly basis. In the event a Flight Attendant(s) not in the IVFMP bids a NAL, the corresponding number of IVFMP participants in that base will receive either a Reserve Line or a Regular Line of Flying based on their seniority.

### 12. Can I opt into the IVFMP once I have declined the opportunity to participate in this program?

No. If you haven't opted into the program by the deadline of 0800 Central Time on August 24<sup>th</sup>, you will be Involuntarily Furloughed on October 1<sup>st</sup>.

### 13. Can I opt out of the IVFMP once I have elected to be a participant in lieu of being placed on Involuntary Furlough status?

No.

### 14. How do I elect to participate in the IVFMP?

Under the "Leaves" menu on CCS, you would choose the "Involuntary Furlough Mitigation Program" option. When on that page, read your options carefully, make your selections, and click the "Submit" button. You can change your mind up until the deadline of 0800 Central Time on August 24<sup>th</sup>.

### 15. How many Involuntary Furloughs does this program save?

The IVFMP can potentially reduce Involuntary Furloughs of the eligible group of Flight Attendants by approximately 6,000. There is, however, no way to determine an exact number until the deadline for opting in has passed.

### 16. How does this program compare to other workgroups?

This program is unique to Flight Attendants. Unlike some other workgroups, it is not dependent on making any concessions in our work rules or pay structure. This is simply an enhancement to allow eligible Flight Attendants an opportunity to maintain their healthcare and other company benefits rather than being subject to Involuntary Furlough under the Contract.



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**17. Did we give any concessions for this Letter of Agreement?**

No.

**18. Do I have active travel benefits while participating in the IVFMP?**

Yes.

**19. Do I maintain my Medical, Dental, and other insurance (including Supplemental Insurance offered through AFA) if I elect to participate in the IVFMP?**

Yes.

**20. Will my 401K retirement benefits continue to accrue?**

Yes. If you are currently receiving a direct company contribution, you will continue to do so. Any additional company match is dependent on your earnings and personal contributions, should you choose to pick up flying.

**21. Will I continue to accrue Benefit Service (Vesting) under the CARP while in the IVFMP?**

Yes.

**22. How does the IVFMP affect my Sick Leave, Occupational Leave, and Vacation accruals?**

You will continue to accrue Sick and OJI Bank hours, and Vacation based on the quarterly requirements in the Contract. Keep in mind that Vacation *Seniority* will be frozen for the duration of the program.

**23. Will I be an active employee while in the IVFMP?**

Yes.

**24. If I elect to participate in the IVFMP, will I be eligible for unemployment compensation?**

The Company will not contest unemployment claims made by IVFMP participants. The parties recognize that decisions with regard to unemployment are made by the respective state employment agencies and the Company will respond to inquiries from those agencies.

**25. Do I need to go to CQ training if I elect to participate in the IVFMP?**

Yes. You will be required to maintain your qualification(s) just like any other active Flight Attendant.

**26. How will participation in the IVFMP be awarded?**

All eligible Flight Attendants can opt into the program in lieu of being Involuntarily Furloughed.



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### **27. Can I transfer if I choose to participate in the IVFMP?**

Yes. All Contractual work rules apply to participants in the IVFMP. When you transfer, your participation in the IVFMP follows you to your new base.

### **28. How will my seniority be affected by the IVFMP?**

Your Flight Attendant bidding seniority & company seniority (pass travel, vacation bidding, jumpseat) will continue to accrue while in the IVFMP. For all other purposes, seniority will be in the same manner as if on an involuntary furlough. Your pay and vacation longevity will not accrue.

### **29. Will Flight Attendants participating in the IVFMP leapfrog Flight Attendants on Involuntary Furlough for the purposes of bidding and company seniority?**

No. Flight Attendants on Involuntary Furlough and those participating in the IVFMP are treated the same for seniority.

### **30. When will the additional Voluntary Furlough awards be announced for Flight Attendants whose seniority qualifies for the IVFMP?**

On August 24<sup>th</sup>, after the FMP Awards.

### **31. If I elect to participate in the IVFMP, will I be placed in the IVFMP if I am actually able to hold a FMP?**

No. If you are eligible for and awarded a FMP, you are not subject to Involuntary Furlough.

### **32. What happens if I am on a Maternity Leave and become a participant in the IVFMP?**

If you are eligible and chose to participate in the IVFMP while you are on Maternity Leave, you will be admitted to the IVFMP and remain on Maternity Leave until you are either medically able to return to work or until the end of your leave, at your discretion.

### **33. I bid for an 8-month Voluntary Furlough but was not senior enough to be awarded. Can I indicate I will participate in the IVFMP?**

Yes. Be aware that the deadline for FMPs and the election to participate in the IVFMP are the same and you must make the election by 0800 Central Time August 24<sup>th</sup> to participate.

### **34. Do the additional Voluntary Furlough awards, pursuant to the LOA, lower the line?**

No.

### **35. Are eligible Flight Attendants on Medical Leave able to indicate a willingness to participate in the IVFMP?**

Yes.



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### No Activity Line (NAL) of Flying

**1. What is a No Activity Line (NAL) of flying?**

This is a line of flying without any pairings or Reserve days of availability and which has no pay guarantee associated with it. There is no flying obligation to the Company if awarded a No Activity Line (NAL) of flying unless you choose to pick up flying from advertisements.

**2. Can Flight Attendants who are not in the IVFMP be assigned to a NAL?**

No.

**3. If I am not in the IVFMP and bid into a NAL, what are the consequences of bidding into a NAL?**

You may choose to bid a NAL one month and bid a regular line the following month. If you bid and are awarded a NAL you will be restricted during that schedule month to a maximum of 35 hours of flying picked up through advertisements.

**4. How many No Activity Lines of flying will there be on a monthly basis?**

The number of NALs will be equal to the number of Flight Attendants at your base who are in the IVFMP.

**5. What happens to IVFMP participants when non-IVFMP Flight Attendants bid for No Activity Lines?**

A corresponding number of IVFMP participants will receive either a Reserve Line or Regular Line of Flying based on their seniority and bid choices.

Example: There are 100 IVFMP participants in your base, hence 100 NAL lines. Five (5) non-IVFMP Flight Attendants bid for NAL lines. This means that five (5) IVFMP participants will receive either a Reserve Line or Regular Line of Flying if they bid for them. In this example, if only three (3) IVFMP participants have bid for a Regular Line (Reserve or otherwise), the two (2) remaining spots will be filled in inverse seniority order from the IVFMP participants.

**6. Can I pick up trips or attend training if I bid and am awarded a NAL?**

Yes. As mentioned above, you are required to attend training to maintain your qualification(s). Any pairing(s) picked up must comply with the provisions of the program. These include: Maximum of 35 credited hours (excluding vacation and add pay) picked up from posted advertisements on the EBB, no trading of pairings once picked up, pairings CAN be re-advertised on the EBB for straight drop only. There are *no* transactions allowed with Open Time.

**7. Who can bid on a No Activity Line (NAL) of Flying?**



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Anyone can bid for a NAL and they will be awarded in seniority order. If there are insufficient bidders for the NALs, they will be awarded in inverse seniority order only to those who elected to participate in the IVFMP.

### **8. Can I be forced into a NAL?**

Only those Flight Attendants in the Involuntary Furlough Mitigation Program (IVFMP) can be forced into a NAL and this will occur in inverse seniority order among those who elected to participate in the IVFMP.

### **9. Can the Company restrict the award of NALs?**

Yes. In a situation where the Company is offering Special COLAs, ONLY those who are participating in the IVFMP will receive the NAL lines.

### **10. Why would the Company assign NALs to IVFMP participants when a Flight Attendant who has chosen to participate in the Involuntary Furlough Mitigation Program (IVFMP) is already in agreement to be awarded a line of flying with no activity?**

The Letter of Agreement provides for those Flight Attendants subject to Involuntary Furlough a one-time, irrevocable opportunity to elect to participate in the Involuntary Furlough Mitigation Program (IVFMP).

By choosing to participate in the IVFMP in lieu of Involuntary Furlough, the program provides that the Flight Attendants in the IVFMP will be assigned a line of flying with no activity.

However, on a monthly basis, the IVFMP participants will be able to bid any lines in the base and will be only forced into a NAL in the event that more senior Flight Attendants choose not to bid a NAL.

Additionally, the NALs will be only be assigned to the IVFMP participants any time there are Special COLAs being awarded.

The No Activity Line Process, paragraph 1, of the Letter of Agreement identifies that on a monthly basis that participants in the IVFMP are subject to being assigned a NAL.

The No Activity Line Process, paragraph 5, of the Letter of Agreement provides that the NALs are awarded in seniority order to all Flight Attendants in the base. In the event that the NALs are not covered by those who bid for them, they will be assigned in inverse seniority order and only to those Flight Attendants who have elected to participate in the IVFMP.

### **11. In the event the company needs to increase its manpower, how will that be handled?**

The company would begin eliminating NALs, and participants in the IVFMP, on a one for one basis in the base where manpower is needed. Once the number of NALs in a base



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has been reduced, they cannot be reinstated.

**12. Why would the Company need or want to assign the NALs? And to whom do they want to assign them?**

The Letter of Agreement provides that only Flight Attendants in the IVFMP can be assigned to the NALs. The NALs are assigned in inverse seniority order and only to those Flight Attendants who have elected to participate in the IVFMP.

**13. Can the Company assign NALs to any Flight Attendant within the base who has not submitted a bid for the NAL or participating in the IVFMP?**

No. See question number 2 above in the No Activity Line of Flying section.

**14. If on a Partnership, can you bid for a NAL?**

No.

**15. While holding an NAL, can I pick up an out of base (OOB) trip from advertisements?**

Yes, subject to the restriction that all pairings picked up must come from posted advertisements on the EBB. No trades or pick up from open time, or with another Flight Attendant are permitted.

**16. Can a Lineholder trade with someone holding a NAL?**

No. Those holding a NAL can only pick up trips from advertisements. No trades (including line trades) or pick up from open time, or with another Flight Attendant are permitted. A pairing picked up by a NAL lineholder CAN be re-advertised for straight drop only.

**17. If I am awarded a NAL and have vacation during the month, does that vacation time count toward my 35-hour maximum picked up from advertisements?**

No. Vacation time would be paid in addition to the 35 hours that you can pick up from advertisements.

**18. I am on a NAL and I pick up two (2) trips through the advertisement process. Together they are valued at exactly 35:00. While flying my first trip, I pick up time putting my line over 35:00. Am I still allowed to keep my second trip even though I am now being paid greater than 35:00?**

Yes. Time gained in the operation of a trip does not affect trips already on the line that were picked up legally.

**19. Will International Purser (IP) and Language Qualified (LQ) Flight Attendants participating in the IVFMP be able to pick up IP or LQ trips from advertisements?**

Yes. They still maintain their qualifications.



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**20. I have a NAL and the trip I picked up from advertisements cancels. Am I still subject to reassignment under 7.Q?**

Yes. You would be subject to reassignment for trip protection purposes under 7.Q.

**21. What will keep Flight Attendants from picking up trips, holding them, and giving them to Flight Attendants holding a NAL?**

IVFMP participants holding a NAL line may only pick up trips from posted advertisements on the EBB. In like manner, ANY Flight Attendant bidding for and holding a NAL is subject to the same restrictions.

### Furlough

**1. Will there be another Voluntary Furlough upon the expiration of the thirteen (13) months?**

There is no way to be sure, but most likely yes. Based on *current* company projections there will be a need to keep a reduced headcount process in place.

**2. Furlough Mitigation Partnership (FMP) Flying – If it becomes necessary for the company to further reduce personnel, will the Partnerships be dissolved prior to utilizing the terms of Section 18?**

The Letter of Agreement does not impact the procedures under the CBA. The FMPs, along with any Voluntary Furloughs must be re-bid among eligible Flight Attendants at that time.

**3. If I have submitted for the 8-month Voluntary Furlough and there are not enough slots for me to be awarded one, will I be assigned to the 13-month Voluntary Furlough period?**

No. In order to be awarded the 13-month Voluntary Furlough, you must have selected it as your second option.

**4. How many of the 8-month Voluntary Furloughs will be awarded after the contractual award?**

None. The original number of 8-month Voluntary Furlough awards was capped at 1,500 - subject to change. On Friday, August 7<sup>th</sup>, based on the aircraft schedule provided to Inflight by Network Operations, the company unilaterally revised that number down to 1,200. In spite of the advocacy of AFA to hold the company to the 1,500 number previously published to Flight Attendants, the company would only agree to award a total of 1,292 8-month Voluntary Furloughs which is above their original 1,200 cap.

**5. If I am placed on Involuntary Furlough, what happens to my current Sick Leave and Occupational Injury/Illness bank?**





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Upon return to work, the balances in your Sick and OJI banks when you started your Involuntary Furlough will be reactivated and available for your use.

**6. Which is awarded first, the additional Voluntary Furloughs pursuant to the LOA, or the Furlough Mitigation Partnerships (FMP)?**

On August 24th, the company will first award the FMPs bid by those not subject to Involuntary Furlough (above the adjusted line). For each Partnership formed above the line, one person below the line is exempt (saved) from Involuntary Furlough. If that exempted person has bid for a FMP, they will be awarded if a Partnership can be formed with another person above the line, each Partnership will exempt (save) another person from Involuntary Furlough.

Once all FMPs are awarded and the line is firmly established, the company will award 13-month Voluntary Furloughs to IVFMP eligible Flight Attendants who previously bid for a 13-month Voluntary Furlough as either a first or second choice.

**7. What happens at the end of the 8- and 13-month Voluntary Furloughs?**

At the end of each of the Voluntary Furlough programs, Flight Attendants on either of those furloughs are expected to return to work at the conclusion of their furlough period.

**8. At what point does the Company begin recalling Flight Attendants on Involuntary Furlough, in seniority order? Does the entire IVFMP have to be terminated before the Company can start recalling Flight Attendants on Involuntary Furlough?**

Flight Attendants on Involuntary Furlough can be recalled as the company need for manpower increases. Recall is conducted based on system seniority. Recalling Involuntary Furloughs would effectively end the IVFMP.

**9. If my participating in the IVFMP ends as a result of an increase in manpower needs, will I start accruing pay and vacation seniority again?**

A. Yes.

For additional information on Voluntary Furlough, Furlough Mitigation Partnerships, Involuntary Furlough Mitigation Program, and Involuntary Furloughs please see our [website](#).