

# **Answering your questions about NALs**

## **Why are we introducing this option?**

*As we've said from the beginning, the purpose of introducing voluntary programs is to provide flight attendants with options ahead of potential involuntary furloughs. We worked jointly with the AFA to develop this program to reduce involuntary furloughs for many flight attendants, and to ensure we maintain the ability to rapidly return to increased flying when demand allows us to do so.*

## **If the U.S. Government passes a new version of the CARES Act (or extends the Payroll Support Program), what happens to these programs?**

*In this event, we would rescind voluntary furloughs, partnership flying and NAL programs, and would not involuntarily furlough flight attendants effective October 1. Instead, we would offer Special COLAs (Company Offered Leave of Absence) for varying periods. As the situation is evolving, we will continue to share information as it's available.*

## **Who is eligible to participate in this new program?**

*Flight attendants who would be subject to an involuntary furlough after the award of the other voluntary programs (voluntary furlough, voluntary separation program and Furlough Mitigation Partnership Flying), and who are senior to the most junior 5,500 flight attendants.*

*Those that applied for a voluntary furlough (and are senior to the most junior 5,500 flight attendants) have been awarded voluntary furloughs, up to a maximum of 1500 8-month voluntary furloughs and all 13-month voluntary furloughs. Flight attendants have the opportunity to submit for Furlough Mitigation Partnership Flying which is open until 08:00 Central Time August 24.*

## **Can I rescind my voluntary furlough request (which closed on August 10)?**

*No. As noted above, those that applied for a voluntary furlough (and are senior to the most junior 5,500 flight attendants) have been awarded voluntary furloughs, up to a maximum of 1500 8-month voluntary furloughs and all 13-month voluntary furloughs. Flight attendants have the opportunity to submit for Furlough Mitigation Partnership Flying which is open until 08:00 Central Time August 24.*

## **What are the differences between NAL and an involuntary furlough?**

*The purpose of the Involuntary Furlough Mitigation Program (IVFMP) is to provide those impacted by an involuntary furlough (but senior to 5,500 most junior flight attendants) the opportunity to remain active employees with access to flying via NALs when demand warrants (note that IVFMP is the process of electing to participate, NAL is the type of line FAs can bid for effective with the October bid period).*

*The duration of the IVFMP is 13 months, and flight attendants who are part of this program may be assigned to an NAL each month. While on an NAL, participants may pick up flying, through advertisements, up to 35 hours per month. NAL participants will not be able to pick up or trade with open time or participate in private trades between flight attendants.*

*Flight attendants participating in the IVFMP will remain as active employees (with access to sick / vacation accruals pursuant to Sections 12 and 13 in the Agreement) but may not be awarded a flying schedule each month.*

*Flight attendants placed on an involuntary furlough will be paid furlough pay and placed on an involuntary furlough. Refer to Section 18 of the Agreement for details.*

*Here's a helpful chart to show the break-down of each.*

	Option 1: No-Activity Line	Option 2: Involuntary Furlough
<b>Employment Status</b>	<ul style="list-style-type: none"> <li>Maintain ties with the company</li> <li>Able to pursue state unemployment</li> </ul>	<ul style="list-style-type: none"> <li>Sever ties with company until recall</li> <li>Able to pursue state unemployment</li> </ul>
<b>Furlough Pay</b>	✗	✓
<b>Medical/Dental</b>	✓	<ul style="list-style-type: none"> <li>For first 90 days of COBRA, United pay employer contribution</li> </ul>
<b>Seniority Accrual (Pay)</b>	✗	✗
<b>Seniority Accrual (Bidding)</b>	✓	✓
<b>Recall priority</b>	<ul style="list-style-type: none"> <li>Company can reduce number of No-Activity lines if flying returns</li> </ul>	<ul style="list-style-type: none"> <li>Receive recall priority after No-Activity lines are no longer needed</li> </ul>
<b>Salary</b>	<ul style="list-style-type: none"> <li>No minimum guarantee</li> <li>Maximum of 35 hours per month of pick-up</li> </ul>	n/a
<b>Other</b>	<ul style="list-style-type: none"> <li>Maintain training and badging</li> </ul>	n/a

### **How will my seniority be impacted?**

*There will not be any changes to your seniority for bidding. The seniority list will remain intact with all flight attendants remaining in their same relative position on the list.*

*Seniority for the purpose of pay raises and vacation accrual (longevity steps) will stop for flight attendants awarded participation in the IVFMP or placed on an involuntary furlough.*

### **Can I rescind my participation in the IVFMP once awarded?**

*Flight attendants may rescind their election up until the application period closes on August 24. However, once entered into the IVFMP, you will remain in the program for 13 months or until the NAL is cancelled by the Company and a flight attendant returns to full active status. The Company may reduce the number of NAL participants in a specific base, as operational needs warrant an increase of active flight attendants.*

## **While participating in the IVFMP, what is my status?**

*Flight attendants participating in the IVFMP are considered active employees, and all benefits afforded active employees apply, except those identified in the letter of agreement (vacation / pay seniority accrual, guaranteed hours and schedule award).*

*As with all active flight attendants, IVFMP participants will participate in training, have access to active employee medical benefits, pass travel, cabin jumpseats and off-line travel.*

## **Am I eligible for unemployment while participating in NAL?**

*The Company will not contest unemployment claims made by IVFMP participants (note that IVFMP is the process of electing to participate, NAL is the type of line FAs can bid for effective with the October bid period). 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.*

## **Once NAL lines are established at a base, can all flight attendants in that base bid for a NAL?**

*Yes, in a monthly bid process, all active flight attendants may bid for NAL and / or other lines (line holder or reserve). If an insufficient number of flight attendants bid for the NAL lines, they will be assigned by inverse seniority order.*

## **Can the NAL program be cancelled?**

*Yes, as we increase flying, the Company could reduce the number of NAL participants. These reductions will be base specific and made in seniority order with the most senior NAL participants exiting the IVFMP first.*

*Once the number of NAL participants is reduced at a specific base, the number of NAL participants will not be increased in subsequent months. NAL lines will be eliminated before we begin to recall flight attendants from an involuntary furlough.*

*If we are forced to further reduce flying, and it can't be managed through the existing NAL and/or special COLAs, the Company may announce another involuntary furlough and rebid the voluntary furlough according to the terms of Section 18 of the JCBA.*

## **Timeline and next steps**

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### ***How do I elect to participate in the IVFMP program?***

*If you are subject to an involuntary furlough and wish to participate in the IVFMP, select "Leaves" in the drop-down menu in CCS, then Involuntary Furlough Mitigation Program. You must proactively request to participate in this program.*

*Those not electing to participate in the IVFMP will be placed on an involuntary furlough. Only flight attendants who are senior to the most junior 5,500 flight attendants, and subject to an involuntary furlough will be awarded participation in the IVFMP.*

*Note: After you elect to participate in the program, you may withdraw your request at any time before the close of the election period on August 24.*

### **Timeline**

- **August 18:** IVFMP election screen opens at 0800 Central Time
- **August 24:** IVFMP election period and partnership flying bidding close at 0800 Central Time. Partnership flying awarded by 1700 Central Time (refer to CBA 16.A.2.c for additional information)
- **August 31:** If necessary, notification of involuntary furloughs will be mailed
- **October 1:** Furlough (voluntary and involuntary)