

Pay Related Questions

1. Is United going to participate in the PSP?

Yes, the PSP extension provides \$15 billion in emergency relief and United will participate.

2. I'm on Furlough (Voluntary or involuntary), what pay do I receive?

All furloughed Flight Attendants will be recalled effective January 30, 2020 and pay protected 71-hour minimum guarantee for the months of December 2020 and January 2021. Flight Attendants will bid for February schedules.

3. I'm on involuntary furlough and receiving Contractual furlough pay. Do I qualify for pay guarantee as well?

Furlough pay you have received for October and November remains unchanged. For December, if eligible, the furlough pay was already in the payroll system. At some point in the near future, United will reclassify your furlough pay as regular earnings that are supported by the PSP.

4. I'm on Special COLA for December and January, do I receive PSP pay?

Flight Attendants on SPCOLA for December and January will not receive the 71-hour minimum pay guarantee.

5. I'm on Special COLA in January, can I cancel it to get paid from the PSP?

With the exception of SPCOLAs awarded in conjunction with the GUM surplus, all currently awarded SPCOLAs may not be rescinded and you are not eligible for a pay guarantee.

6. I'm on furlough and have been receiving unemployment. Can I collect both for December and January?

Each state has their own procedures for unemployment, so there is no single answer we can give. You will be required to report the income from United to your unemployment agency through the certification process. You will be required to follow the direction given on what you are eligible to collect and/or what you may need to reimburse.

7. I am a participant in the IVFMP, what happens to me in January?

The IVFMP ended when the legislation was signed into law. You will be pay protected by the 71-hour minimum for January.

8. I'm not in the IVFMP, but I was awarded a NAL for December &/or January. Will I receive any pay?

Yes. Flight Attendants senior to those on IVFMP, who were awarded a NAL schedule for December or January are eligible for the 71-hour minimum pay guarantee. Any flying completed during the month will become part of the 71 hours. Said another way, any time on your line will be "trued up" to ensure you receive 71 hours of pay.

9. I am on Special COLA in January, will I be paid as part of the PSP?

No.

10. I was placed on involuntary furlough and received furlough pay. Will I be required to pay that back to United?

No. Furlough pay for October and November does not need to be paid back. Furlough pay you would received for December, in your January paycheck, will be converted from furlough pay to regular earnings based on the 71-hour minimum pay guarantee.

11. What am I paid as a Flight Attendant if I had a NAL schedule for the month of December?

You will receive a 71-hour minimum pay guarantee and this will include any pairings you flew during the month. For example, if you flew 35 hours, your pay will be “trued up” to ensure you receive a total of 71-hours.

12. Will I be paid by the PSP if I take a Special COLA in February and March?

If you take SPCOLA in February and March, you will receive compensation for the months of December and January, but not from February and March.

IVFMP and NAL Related Questions

13. I am a participant in the IVFMP, do I qualify for PSP in December?

Yes, the IVFMP terminated when the PSP legislation was signed. You will be pay protected the minimum 71-hour guarantee for December. Any hours you have flown will be supplemented to bring your total pay to 71-hours for the month.

14. I am a participant in the IVFMP, and was awarded a NAL for January? What is my status for January?

The IVFMP was terminated when the PSP legislation was signed. Because schedules for January were already awarded, you will be pay protected the 71-hour minimum pay guarantee for the month and not subject to any obligation to the company other than any required training.

Pairings picked up early in the process may be traded away via Ads with no impact on your minimum provided it is picked up by another Flight Attendant by January 14, 2021.

Any pairings dropped from your line January 15, 2021 or later (after the 71-hour minimum is applied to your schedule) will reduce your 71-hour minimum.

15. If I am awarded a NAL schedule in January, are the trips that I pick up paid in addition to the 71-hours?

No. Any trips flown will be included in the 71-hour minimum. The minimum will be applied to your January schedule on January 15. You have until January 14, at 2359 HDT to drop any pairings, through Ads, you do not wish to fly. You may still drop pairings after the 71-hour minimum is applied, on or after January 15, but dropping these pairings will reduce your minimum by the value of the pairing(s) being dropped.

16. I was awarded a NAL schedule for January, will I be required to fly now?

No. Schedules for January are finalized. Those on NAL will not be required to fly and will receive a 71-hour minimum pay guarantee. However, if you have picked up trips, those will become part of your 71-hour minimum unless you elect to trade those away via ads prior to January 14, 2021.

17. I am a participant in the IVFMP, when do I return to regular status?

You will bid for a regular schedule, beginning in January for the February schedule month.

18. Can I keep a blank line for January without taking a COLA?

Flight Attendants that were awarded a NAL schedule for January, do not need to take any action and will be paid a 71-hour minimum.

Furlough Related Questions

19. Why am I being brought back just until the end of March?

The PSP provided emergency relief through the end of March 2021. AFA will be working towards achieving additional payroll support through the new Presidential administration, Congress and with management focusing on reducing the number of personnel affected by any reduction in force.

20. The company has described this return as “temporary”. Is there a reason for this?

While the PSP provided emergency relief through March 31, 2021, absent an extension of or an entirely new PSP, the company has said management will pursue another furlough. AFA has stated there is no such thing as a temporary recall and expressed a view that furlough is not the only option available to manage an overage in manpower.

21. How soon can I start flying?

All furloughed Flight Attendants will be eligible to bid in January for a February schedule.

22. Can I bid for a January Line of Flying since this is retroactive to December?

The PSP emergency relief provides payroll protection for the period of December 1, 2020 – March 31, 2021. At the time the bill was signed into law, January schedules had already been awarded. Given the contractual process of recall from furlough status, the return to work process takes a minimum of 30-days. Returning as of January 30, 2021 makes you eligible for bidding for a February schedule at the earliest. Pay, however, is retroactive to December 1, 2020.

23. How will United notify me that I’m being recalled from furlough?

United has sent notice of recall from furlough to all affected Flight Attendants. You will receive a notification via FedEx, unless your address is a post office box, in which case you will receive notification via certified mail. Your response to recall will be made electronically via helphub.ual.com. You do not need the recall notice to respond to the recall.

24. My address has changed since I last updated it with United. What do I do?

You should update your address. Your access to CCS should be restored and you can make changes. Alternately you can contact the Employee Service Center at 877-825-3729. Keep in mind, if United sent the recall notice to the correct address you had on file, a new recall notice

will not be sent to you. You can, however, respond to recall electronically without the actual notice via helphub.ual.com.

25. What happens if I don't receive for, or don't sign for my notice of recall?

You may initiate the recall process even if you do not receive your recall notice. To do so, go to helphub.ual.com to initiate the process.

26. How long do I have to make up my mind to return from furlough?

Once the notice is "received" by you or a member of your household, you have 14 days to respond. We stress, received is defined as the notice being signed for. This does not have to be you, it may be a family member, roommate or neighbor. Receipt starts the 14-day clock.

27. What happens if I don't respond the United's furlough recall notice?

Failure to respond within 14-days of receipt of the notice will result in your separation from the company and you will relinquish your recall rights. It should be understood that United is tracking delivery of each recall notice.

28. I have another job. I don't want to come back for just 4 months, but I don't want to quit. What can I do?

*To protect your right to return to United and protect your recall rights, **you must** accept recall for furlough. Opportunities to transition to a Special COLA will be available for February and March.*

29. How do I respond to United's recall notification?

Electronic response to recall can be accomplished via helphub.ual.com.

30. Where can I get more details about the return to work process?

You should refer to United's [Voluntary](#) and/or [Involuntary](#) Information booklets, as well as the [AFA resource information page](#) or visit (copy and paste) <https://unitedafa.org/covid-19-recovery/>

31. I do not want to return from involuntary furlough will I still get my furlough pay if I choose not to respond to the recall notice?

No. Failure to respond to the recall notice will result in your being separated from the company. You will be ineligible for any further furlough pay or emergency relief under the PSP.

32. I am traveling and no one can sign for my letter. Can I just respond without actually receiving my notice?

Yes. You may initiate the recall process through HelpHub without signing for your letter.

33. Is it possible for me to return sooner than January 30, 2020?

Schedules for January have already been awarded. There is no opportunity to return sooner.

34. With the extension only covering through March 31, 2021 should we anticipate Warn Notices as early as January 1, 2021?

Absent an additional PSP extension or additional emergency relief, United management has said additional furloughs may be necessary. AFA does not believe furlough is the only answer.