



Trip Parking – Joint Statement

United and AFA are committed to providing all Flight Attendants with a fair and equitable trading system. We heard your complaints that some Flight Attendants were engaged in impermissible “trip parking,” which had the effect of restricting Flight Attendants from gaining access to desirable flying. Both the Company and AFA then warned Flight Attendants that the contract prohibits “trip parking.” When we continued to receive complaints, the Company investigated and terminated Flight Attendants who engaged in this behavior.

An arbitrator has now ruled on the first of the termination cases and upheld the Company’s right to terminate Flight Attendants for “parking trips”. Under the terms of the JCBA, Section 7.I.19, *“The placement of trips on other Flight Attendant’s lines to facilitate trading (“parking”) is not permitted.”* The arbitrator found that when Flight Attendants pick up trips and then “park” the trip on another Flight Attendant’s line while continuing to look for trips they could not take otherwise, that termination is warranted. The arbitrator found that the practice unfairly deprives other Flight Attendants from gaining access to these trips.

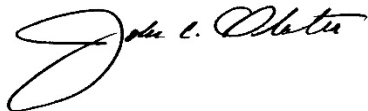
Quoting from the arbitrator’s award:

“It is this culture which contributes to the parking of trips that continues to occur despite the efforts of the Company. The majority of the System Board considers that the Company has every right to take actions necessary to ensure that all Flight Attendants, regardless of their experience or seniority, have fair and full access to their contractually guaranteed trip trading system and flying opportunities. Parking of trips by Flight Attendants diminishes the rights of other Flight Attendants to exercise and enjoy their contractually negotiated benefits to the fullest extent possible. Given the history of notices and warnings, parking of trips for the benefit of the few to the disadvantage of the larger group of Flight Attendants is serious misconduct.”

One of the benefits which Flight Attendants enjoy is the ability to freely pick up and trade trips. Nothing in this ruling diminishes that right. However, when Flight Attendants place trips on other Flight Attendants’ lines to facilitate trades they could not make otherwise, then

reacquire the original trip they picked up, that is a classic case of “trip parking.” In this scenario the flight attendant could not possibly have intended to fly two trips which overlap with each other. This is just one example of trip parking, but trip parking can also include picking up and “parking” trips on another Flight Attendant’s line and illicit trip brokering when Flight Attendants obtain the trip for personal gain or in order to control that flying (“brokering”). Be aware that while brokering may include some sort of payment or other incentive, brokering is actually just controlling flying without an intent to actually operate the pairing, with or without any type of incentive. Likewise, picking up trips to “save them” for friends or to keep “other people” from flying them is also not permissible.

These are just a few examples of what is impermissible under Company Policy and the JCBA. If you are found to be participating in parking, buying, selling or brokering of pairings and the Company learns of such conduct, Inflight will take action up to and including discharge, especially when a pattern of such conduct exists. No Flight Attendant should have an unfair advantage when it comes to managing their schedule or accessing flying opportunities. Thank you for your efforts to maintain a fair and equitable trading system for all Flight Attendants.



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