

**LETTER OF AGREEMENT
BETWEEN
UNITED AIRLINES, INC.
AND
THE FLIGHT ATTENDANTS
IN THE SERVICE OF
UNITED AIRLINES, INC.
AS REPRESENTED BY
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

WHEREAS, the parties have discussed the COVID-19 virus pandemic and its immediate impact on the Flight Attendants and their families; and

WHEREAS, the parties desire to publish the most reliable schedules for Flight Attendants;

NOW THEREFORE, the parties agree as follows:

A. Pay protection

Any Flight Attendant who is required to be quarantined by an authorized government or medical official or is diagnosed with the COVID-19 virus or who has to self-quarantine because a member of their household is diagnosed with the COVID-19 virus, will have their trip dropped and be pay protected. In addition, and consistent with the terms of Section 13.B.2, when a Flight Attendant goes on sick leave while working away from her/his Domicile, per diem and lodging will be provided until she/he is able to return to her/his Domicile, home or reasonable alternate request and the Company shall provide transportation when she/he is able to travel.

B. Sick leave

1. Any Flight Attendant who calls in sick and is subsequently diagnosed with the COVID-19 virus will have such sick leave restored.
2. Any points associated with sick leave use during the period of time this Letter of Agreement is in effect, whether for self or care of a family member in your household, will be removed.
3. Sick leave taken during the period of time this Letter of Agreement is in effect will not count against any Flight Attendant for purposes of dependability.

- C. If a Flight Attendant or a member of her/his household is diagnosed with the COVID-19 virus, the Flight Attendant may be required to provide written verification to United Medical.

This Letter of Agreement shall become effective upon execution and shall remain in effect until such time as the United States Center for Disease Control declares that COVID-19 is no longer an epidemic in the United States, but no less than ninety (90) days.

The parties hereto have signed this Letter of Agreement this 17th day of March 2020.