



ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL-CIO
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June 5, 2008

Ladies and Gentlemen:

This afternoon we successfully reached an Agreement on a modest Early Out Program. The program is a completely voluntary option for Members who may be considering a career change or simply moving on from your career as a United Flight Attendant. It provides Travel Passes and a small cash payment based upon your years of service to the Company as a Flight Attendant.

This is the first Early Out Program to be offered to United Flight Attendants since the early 1980s. The company worked with your Union to produce the Agreement with the assistance of benefits, legal, finance and tax departments – while only entertaining a program that would not be cash negative in the short term. This Agreement between AFA and Onboard Service provides Flight Attendants with a benefit that is not otherwise available under our Collective Bargaining Agreement.

The full Letter of Agreement for the Early Out Program is posted on our website along with a summary review of the program and a Q&A document. Flight Attendants currently on Leave of Absence will be notified by the company since all eligible Flight Attendants, regardless of leave status, will be able to bid for the Early Out package. Bidding will begin on Monday, June 9th and close on July 7th. Up to 600 Early Out packages will be awarded to eligible Flight Attendants by July 15th with an effective date of August 1, 2008.

This Early Out package is directly applicable to approximately half of our population who meets the requirements of the program. And, it is a benefit for our entire Flight Attendant population.

Leaving a job is a major life changing decision. We encourage you to please review the details of the program carefully. Be mindful of the time line for the program. As you consider this Early Out option, discuss it with your family, friends and financial advisors before reaching any conclusion.

In Solidarity,


Greg Davidowitch, President
United Master Executive Council