

2012 Tentative Agreement Contractual Improvements

Questions and Answers – Number Three

QUESTIONS? WE HAVE ANSWERS...

Answers to many frequently asked questions are in the following Q&A section. We strongly encourage you to read through all of them to give yourself as much information as possible and share this with your flying partners.

If you have a question that we've not addressed, contact your Local Council office to ask your questions. By getting information and answers from your Union Leadership you can be sure the information is accurate and those who provide to you are accountable for our responses. Getting information from rumor or social media often leads to the perpetuation of false or misleading information that creates confusion. Fact check, is your source reliable? Be an informed participant, and ensure you are armed with all of the knowledge you will need when you vote in this very important vote.

1. Why was the Early Out included in this TA?

While the Early Out and Cross-Over program were not one of the major issues, they are a result of a recognition of the over staffing at United. Management identified the Cross-Over to be important to them, and we worked to create a program that while providing management the ability to offer this to United Flight Attendants, it did so in a way that provided greater measures of protection than the original proposal. Part of our negotiations provided that management offer an Early Out option in combination with the Cross-Over to provide the ability for some to retire or leave early and it is good for those who stay as it provides upward movement in an otherwise stagnate seniority list.

2. How and when will I receive information about the Early Out program after ratification?

There will be an information period, followed by a bid period and award date. Specific dates will be determined following ratification.

3. Were there any changes to our healthcare costs in the TA?

No changes were made to the healthcare cost or structure in this Tentative Agreement. We were successful in preserving our current coverage and benefit level, and fought hard to maintain the quality and cost of our benefits.

4. How does the Reserve Trading an ID Work?

Once a Reserve has been assigned an ID, she/he shall have the ability to trade with another Flight Attendant for an ID; of the same number of days; departing on the same day; and if the trade is between a Reserve and a Lineholder, the ID credit time cannot differ by more than two (2) hours; and a Reserve who picks up additional time will be considered to have opted to over hundred (100) hours for the applicable month.

Reserves may decrease their guarantee if they choose to RDO their assigned trip to a Lineholder. Once a Reserve has been assigned an ID, she/he shall have the ability to trade an ID for days off (RDO trade) with a Lineholder. The Reserve guarantee shall be reduced based on the number of availability days vacated.



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5. What are the provisions for Jetway Trading?

A Flight Attendant may drop the last segment of an ID to another Flight Attendant who is on a day off and from the same Domicile. The Trade is accomplished by calling Crew Scheduling (SK) no earlier than one (1) calendar day and no later than four (4) hours prior to the scheduled departure of the segment to be traded for all segments that depart and arrive within the United States (including Alaska, Hawaii, Puerto Rico).

For flights to/from FRA, HKG, LHR, and NRT and other Flight Attendant domiciles, a Flight Attendant may drop the last segment of an ID to another Flight Attendant by calling Crew Scheduling (SK) no earlier than one (1) calendar day and no later than six (6) hours prior to the scheduled departure of the segment to be traded

These trades may not be processed during periods of significant irregular operations, or emergency situations and crew Scheduling (SK) shall approve the Jetway Trade under the following conditions:

- Both Flight Attendants are Lineholders
- The Flight Attendant trading into the last segment must be on an unassigned day and meet all legalities and qualifications required.
- The trade will not be approved if it results in any legality for either Flight Attendant
- The segment traded is not a deadhead segment

The Flight Attendant who traded into the last segment of the ID must confirm with Crew Scheduling (SK) no earlier than six (6) hours and no later than two (2) hours prior to scheduled departure. She/he must check in for the flight at the designated reporting time and location per Section 7.I., 12.N. or the bid cover letter as applicable.

The original Flight Attendant must remain in position and with the aircraft, if applicable, until the replacement Flight Attendant is present, (i.e., there must be a physical handoff at the airplane or designated check-in location). The replacement Flight Attendant must be at the airplane or designated check-in location no later than the check-in times listed in Section 7.I., 12.N. or the bid cover letter as applicable. If, for any reason the replacement Flight Attendant does not report for duty, the original Flight Attendant must operate the segment.

Additional details are available in the full Contract language available on our website and in the Tentative Agreement book mailed to each Member's home.

9. What is the ratification date?

The ratification date is the date the vote is counted. February 28, 2012

10. If the TA is ratified, when do the new pay rates begin?

The new higher pay rate, increased per diem and higher Reserve guarantee will be effective for the March 2012 schedule month.



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- 11. If the TA is ratified, when do the new Vacation pay rates begin?**
The new Vacation pay rates begin with the March 2012 schedule month. However, due to automation issues, Vacation pay immediately following ratification may require an adjustment and a separate check issued for vacations taken during the initial few months.
- 12. If the TA is ratified, when may I sign up for the Cross-Over program?**
Bidding for the Cross-Over program will open one day after ratification and remain open for 30-days. Additional details and information will follow ratification.
- 13. If the TA is ratified, when does the increase in per diem begin?**
Consistent with other pay rate increases, per diem increase would be effective for the March 2012 schedule month.
- 14. If the TA is ratified, when will I receive my signing bonus?**
Signing bonus will be received within 30-days of ratification.
- 15. If the TA is ratified, when will Reserve Guarantee be increased to 78 hours a month?**
Reserve Guarantee will be increased to 78 hours for the March 2012 schedule month.
- 16. If the TA is ratified, will Reserves be paid the new vacation pay rates in March of 2012?**
Yes, new vacation pay rates and being paid for every day of the Reserves vacation period will be effective with the March 2012 schedule month. Because of the automation involved, this may result in a separate adjustment check being issued for the period immediately following ratification.
- 17. If the TA is ratified, and as a Reserve, what day will I have off for my March schedule in order to satisfy the 12 days off?**
Due to the fact that March Reserve lines of flying were construct prior to ratification it is expected that the 12 days off will be included in the April 2012 schedule month.
- 18. If the TA is ratified, when may I start Reserve preferencing?**
Reserve preferencing for CLLR is a revolutionary concept and high priority for both parties, and there is a mutual understanding that it will be developed and implemented as soon as practical. We anticipate the automation should be in place within 12-months of ratification.
- 19. If the TA is ratified, when will the Lineholder minimum guarantee be increased?**
Understanding the normal line construction process was completed well before the ratification date, this increase will be effective as soon as possible following ratification. We will work with management to implement this improvement as soon as it can be included in the monthly scheduling process.



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20. If the TA is ratified, when do the new legal rest parameters begin?

Implementation of this and other provisions is a high priority for United and AFA. Both parties will be working together to insure implementation is accomplished as quickly as possible while taking into consideration the development of supporting computer programming and the timing associated with ID construction and the development of monthly Lines of Flying.

21. If the TA is ratified, when does the check-in time change for the 757?

This will go into effect when the computer programming associated with ID construction is completed.

22. If the TA is ratified, when does the Ready Reserve calling off sick leave prior to 0900 provision begin?

The Tentative Agreement does not change the Sick Leave call off requirements. Those requirements going forward, remain the same as they are today; the language is just being formally added to our Contract.

23. If the TA is ratified, when may Reserves begin trading with Lineholders?

Implementation of this and other provisions is a high priority for United and AFA. Both parties will be working together to insure implementation is accomplished as quickly as possible while taking into consideration the development of supporting computer programming.

24. If the TA is ratified, when may I begin requesting recordings with the crew desk?

Section 4.AA. The Company will record telephone conversations between Flight Attendants and Crew Scheduling, including all other departments that regularly perform crew-scheduling functions. We expect the telephone recording system to be established when the Crew Scheduling moves to the Willis Tower in the spring of 2012.

25. If the TA is ratified, will those on partnership be able to fly unlimited hours?

No. The number of hours maximum you can fly while on partnership have not changed.

26. If the TA is ratified, when does the vacation accrual program begin?

The new vacation accrual program begins with the first full 3-month period following ratification (Jun-Jul-Aug). All time before this period is considered to be "full accrual."



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27. If the TA is ratified, when does the increase in sick leave hours begin?

The first full calendar quarter following ratification.

28. If the TA is ratified, when does the operational reliability incentive begin?

As soon as procedures can be implemented following ratification.

29. If the TA is ratified, when may I begin jetway trades?

As soon as procedures can be implemented as well as modifications to the Crew Desk, Crew Scheduling and Payroll systems can be accomplished to support splitting the ID and the associated pay.

30. If the TA is ratified, when does the increase in trade allotments begin?

Implementation of this and other provisions is a high priority for United and AFA. Both parties will be working together to insure implementation is accomplished as quickly as possible while taking into consideration the development of supporting computer programming.

