



Sam Risoli
Senior Vice President
Inflight Services

June 24, 2016

Sara Nelson, President
Association of Flight Attendants-CWA, AFL-CIO
501 3rd Street NW
Washington, DC 20001

Dear Sara:

As a result of discussions between United Airlines (the "Company") and the Association of Flight Attendants – CWA ("AFA"), subsequent to reaching tentative agreement on the Joint Collective Bargaining Agreement on June 24, 2016 (the "Tentative Agreement"), the parties agree as follows:

Subject to ratification of the Tentative Agreement, the Company will agree to extend its commitment not to implement a base surplus or reduction-in-force among s-UA Flight Attendants currently domiciled in LAX through the June 2018 bid month.

Agreed to on behalf of the Company:

A handwritten signature in black ink that reads "Sam Risoli".

Sam Risoli
Senior Vice President, Inflight Services

Agreed to on this 24 day of June, 2016

On behalf of the Association:

A handwritten signature in black ink that reads "Sara Nelson".

Sara Nelson, President
Association of Flight Attendants - CWA



Sam Risoli
Senior Vice President
Inflight Services

June 24, 2016

Sara Nelson, President
Association of Flight Attendants-CWA, AFL-CIO
501 3rd Street NW
Washington, DC 20001

Dear Sara:

As a result of discussions between United Airlines (the "Company") and the Association of Flight Attendants – CWA ("AFA"), subsequent to reaching tentative agreement on the Joint Collective Bargaining Agreement on June 24, 2016 (the "Tentative Agreement"), the parties agree as follows:

Subject to ratification of the Tentative Agreement, the Company will agree to extend its commitment not to implement a base surplus or reduction-in-force among s-CO Flight Attendants currently domiciled in LAX through the June 2018 bid month.

Agreed to on behalf of the Company:

A handwritten signature in black ink that reads "Sam Risoli".

Sam Risoli
Senior Vice President, Inflight Services

Agreed to on this 24 day of June, 2016

On behalf of the Association:

A handwritten signature in black ink that reads "Sara Nelson".

Sara Nelson, President
Association of Flight Attendants - CWA