

September 24, 1991

Ms. V. Diane Robertson, President  
 UAL/AFA Master Executive Council  
 Association of Flight Attendants  
 6400 Schafer Court, Suite 740  
 Rosemont, IL 60018

Dear Ms. Robertson:

This will confirm our understanding that Flight Attendants will receive the applicable "A scale" years one through five pay as attached hereto subject to the increases agreed to in the 1987 - 1996 Agreement, as follows:

- a. Flight Attendants hired prior to March 14, 1984, but who may fall in the first through fifth years of pay.
- b. Flight Attendants hired after March 14, 1984, who are in the first through fifth years of pay while in the performance of CRAF flights.
- c. Flight Attendants hired after March 14, 1984, who are in the first through fifth years of pay, who become disabled pursuant to Section 13.F. (Permanent Disability Other Than Total).

Sincerely,

/s/ John R. Samolis  
 John R. Samolis  
 Vice President  
 Employee Relations

**"A SCALE" PROTECTION  
 DOMESTIC PAY**

	<u>09/01/91</u>	<u>03/01/93</u>	<u>09/01/94</u>	<u>07/01/95</u>
1st 6 mos	\$1,330	\$1,384	\$1,439	\$1,496
2nd 6 mos	\$1,431	\$1,488	\$1,548	\$1,610
2nd year	\$1,535	\$1,596	\$1,660	\$1,727
3rd year	\$1,645	\$1,711	\$1,780	\$1,851
4th year	\$1,720	\$1,789	\$1,861	\$1,935
5th year	\$1,836	\$1,910	\$1,986	\$2,066

	<u>09/01/91</u>	<u>03/01/93</u>	<u>09/01/94</u>	<u>07/01/95</u>
1st 6 mos	\$20.47	\$21.29	\$22.14	\$23.02
2nd 6 mos	\$22.02	\$22.90	\$23.81	\$24.77
2nd year	\$23.62	\$24.56	\$25.54	\$26.57
3rd year	\$25.31	\$26.33	\$27.38	\$28.47
4th year	\$26.47	\$27.53	\$28.63	\$29.77
5th year	\$28.25	\$29.38	\$30.55	\$31.78

**INTERNATIONAL PAY**

	<u>09/01/91</u>	<u>03/01/93</u>	<u>09/01/94</u>	<u>07/01/95</u>
1st 6 mos	\$1,543	\$1,605	\$1,669	\$1,736
2nd 6 mos	\$1,646	\$1,712	\$1,780	\$1,852
2nd year	\$1,746	\$1,816	\$1,888	\$1,964
3rd year	\$1,850	\$1,924	\$2,001	\$2,081
4th year	\$1,932	\$2,010	\$2,090	\$2,174
5th year	\$2,050	\$2,132	\$2,217	\$2,306

	<u>09/01/91</u>	<u>03/01/93</u>	<u>09/01/94</u>	<u>07/01/95</u>
1st 6 mos	\$23.74	\$24.69	\$25.68	\$26.71
2nd 6 mos	\$25.32	\$26.34	\$27.39	\$28.49
2nd year	\$26.86	\$27.93	\$29.05	\$30.21
3rd year	\$28.46	\$29.60	\$30.78	\$32.01
4th year	\$29.73	\$30.92	\$32.16	\$33.45
5th year	\$31.54	\$32.80	\$34.11	\$35.47