

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

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THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between United Airlines, Inc., (hereinafter referred to as the "Company") and the Flight Attendants in the service of United Airlines, Inc., as represented by the Association of Flight Attendants (hereinafter referred to as the "Union").

WITNESSETH:

It is mutually agreed:

- A. The Company agrees to deduct a monthly contribution to the Association of Flight Attendants Political Action Committee (referred to herein as "FLIGHT-PAC") and the Pegasus Project \* from the pay of each Flight Attendant who voluntarily authorizes such contributions on the forms provided for that purpose by AFA (referred to herein as "Check-Off Forms").
- B. The language of those forms shall be as follows:

TO: United Airlines, Inc.

I hereby authorize and direct the Company named above to deduct \$\_\_\_\_\_ out of my gross earnings per month and to remit that amount to the Association of Flight Attendants \_\_\_\_\_(Fund)\_\_\_\_\_.

This authorization is voluntarily made based on my specific understanding that:

The signing of this authorization card and the making of these voluntary contributions are not conditions of membership in the Union or of employment by my employer;

Any guideline amount suggested by a specific fund or its representatives is only a suggestion and I may contribute more or less and will not be favored or disadvantaged by the Union for doing so;

I may refuse to contribute without reprisal; and ( Fund ) which is connected with the Association of Flight Attendants, shall use the money it receives solely for its intended purpose.

This authorization shall remain in full force and effect until revoked in writing by me, pursuant to the provisions of the Agreement between United Airlines, Inc., and the Association of Flight Attendants.

If I am contributing to Flight-Pac, I further certify that I am either a United States citizen or a foreign national lawfully admitted to the United States for permanent residence as defined by Section 101(s) (20) of the Immigration and Nationality Act (8 U.S.C. 1101(s) (20)).

Name \_\_\_\_\_

File Number \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

- C. All Check-Off Forms will be submitted through the President of the Master Executive Council of the Union who will forward the original signed copy to the WHQPZ - Payroll Accounting Manager, World Headquarters, Chicago, Illinois. A properly executed Check-Off Form, filed before and received by the Payroll Section of the Accounting Department, Chicago, Illinois, prior to the 10th of any month will become effective the 1st of the month following its receipt. Illegible or improperly executed forms will be returned to the President of the Master Executive Council of the Union.

- D. Any notice of revocation as set forth in the Check-Off Form must be in writing, signed by the employee and delivered by certified mail, addressed to the WHQPZ - Payroll Accounting Manager, United Airlines, Inc., P.O. Box 66100, Chicago, Illinois 60666 with a copy to the President of the Master Executive Council. Check-Off Forms and notices so received by the Company will be stamp-dated on the date received and will constitute notice to the Company of the date received and not when mailed. Such notices received by WHQPZ and stamp-dated by the 10th of any month will become effective the 1st of the following month.
- E. Deduction of a Flight Attendant's contribution shall be made each month provided there is a sufficient balance due the Flight Attendant at the time after all other deductions authorized by the Flight Attendant or required by law (including money claims of the Company and the Credit Union) have been satisfied. Within a reasonable time after the second regular paycheck issued each month, the Company will remit to ( Fund ) a check in payment of all contributions collected for that month pursuant to outstanding and unrevoked Check-Off Forms, together with a list of the names of those Flight Attendants for whom contributions were deducted and the amount deducted for each such Flight Attendant.
- F. A Flight Attendant who has executed a Check-Off Form and (1) who resigns from the Company; (2) who is laid off; or is (3) otherwise terminated from the employ of the Company shall be deemed to have automatically revoked her/his assignment as of the date of such action and if she/he (1) is rehired; (2) is recalled; or (3) reemployed, further deductions of ( Fund ) contributions will be made only upon execution and receipt of another Check-off Form.
- G. It will be the Union's responsibility to verify apparent errors in deduction of ( Fund ) contributions before contacting the Company Payroll Accounting Manager.
- H. United Airlines, Inc., shall be held harmless and indemnified by the Union for any claims which may be made by the Flight Attendant or Flight Attendants by virtue of the wrongful application and misapplication of any of the terms of this Letter of Agreement.

IN WITNESS WHEREOF, the parties have signed this Agreement this 10th day of June 2003.

WITNESS:

\_\_\_\_\_  
Frank Colosi

\_\_\_\_\_  
Charlie Ahmes

\_\_\_\_\_  
Todd Arkenberg

\_\_\_\_\_  
Melinda Harper

FOR UNITED AIR LINES, INC.:

\_\_\_\_\_  
Sara Fields,  
Senior Vice President  
Onboard Service

WITNESS:

\_\_\_\_\_  
Karen L. Mazuer

\_\_\_\_\_  
Linda F. Farrow

\_\_\_\_\_  
A. Diane Tucker

\_\_\_\_\_  
Gregory E. Davidowitch

FOR THE FLIGHT ATTENDANTS  
IN THE SERVICE OF UNITED  
AIR LINES, INC.

\_\_\_\_\_  
Patricia Friend, International President  
Association of Flight Attendants