

March 14, 1986

Ms. Patricia A. Friend, Chairperson  
 UAL/AFA Master Executive Council  
 Association of Flight Attendants  
 10700 W. Higgins Road, Suite 201  
 Rosemont, IL 60018

Dear Ms. Friend:

This will confirm the understanding reached in the negotiations leading to the 1986-87 Flight Attendant Agreement.

1. "Foreign Nationals" as used in this Letter of Agreement shall mean an employee of United Airlines, not a United States citizen, who performs inflight service on designated United Airlines flights, and whose name does not appear on the Flight Attendant System Seniority List.

The maximum number of such employees and the exclusive route segments over which they may be utilized shall be as provided in this Letter of Agreement.

2. Foreign Nationals shall operate only on flights within or between China, Hong Kong, Indonesia, Japan, Korea, Malaysia, the Philippines, Taiwan and Thailand. Notwithstanding the above, the Company will schedule Flight Attendants on the System Seniority list to Hong Kong, Seoul and Tokyo in each schedule month the Company flies to those cities. In addition, Flight Attendants on the System Seniority List will be scheduled in each month to any city in the above countries which the Company operates into more than four (4) days a week.
3. Foreign Nationals will not be on the Flight Attendant System Seniority List and will not be covered by or subject to the terms and conditions of the Basic Flight Attendant Agreement.
4. The total number of Foreign Nationals shall not exceed one and one-half (1 ½) per cent of the total number of Flight Attendants on the Flight Attendant System Seniority List.

5. For the duration of this Letter of Agreement no Flight Attendant represented by the Union will be furloughed until all Foreign Nationals are furloughed or terminated. In the event a Flight Attendant is furloughed as permitted by this paragraph, no Foreign National shall be assigned to any flight segment as provided by this Letter of Agreement before such furloughed Flight Attendant has been offered recall.
6. No Foreign National(s) shall be permitted to operate on any aircraft staffed by a Flight Attendant(s) represented by the Union. For purposes of this paragraph, deadheading shall not be considered a working status. This does not preclude the Union from protesting safety concerns.
7. Training of Foreign Nationals may not be provided through Section 4-Q or Section 17-E-2 of the Basic Agreement.
8. Foreign Nationals shall wear a uniform distinctly different from the Flight Attendant uniform.
9. The Company shall provide the MEC Chairperson with a monthly accounting of the number of Foreign Nationals employed, the trip pairings to be flown by Foreign Nationals and the number of Foreign Nationals assigned to those pairings. The Company will also provide payroll summary which includes the total gross salary paid to Foreign Nationals and the names of the individuals paid.
10. This Letter of Agreement shall run concurrent with the 1986 Collective Bargaining Agreement. Neither the Company nor the Union shall file a Section 6 notice to change this Letter of Agreement during the term of the next contract.

Sincerely,

/s/ David L. Pringle

David L. Pringle  
 Senior Vice President  
 Human Resources

Accepted and agreed to  
this 14th day of March, 1986

/s/ Linda A. Puchala  
Linda A. Puchala, President  
Association of Flight Attendants

/s/ Patricia A. Friend  
Patricia A. Friend, Chairperson  
UAL/AFA Master Executive  
Council

October 2, 1997

Mr. Kevin Lum, President  
UAL/AFA Master Executive Council  
Association of Flight Attendants  
6400 Shafer Court, Suite 250  
Rosemont, IL 60018

Dear Mr. Lum:

In the discussions leading to the 1996-2001 and 2001-2006 Agreement, the Company and the Union agreed on the following:

After the merged operation has been in effect for a calendar year, the Company and the Union will meet to consider increasing the seventy (70) allocation maximum for trip trading with open flying based on type of flying. The Company will commit to increasing the allocation of trip trades with open flying to the extent automation is available to support the increase.

Sincerely,

/s/ Sara Fields  
Sara Fields  
Senior Vice President  
Onboard Service