

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:

This will confirm the parties agreement reached in negotiations leading to the 1996-2001 and 2001-2006 Agreement regarding the allocation of vacation in domiciles with both Domestic and International flying.

Following the merger of the International and Domestic Operations, there will be no restriction on the monthly vacation allocation for line of flying bidding purposes. In the event the percentage of vacations awarded to lines of International flying for a calendar year causes an increase in overall vacation cost relative to the population, the Company will establish a ratio allocation for monthly bid awards based upon Flight Attendant block hours.

The number of vacation days bid in each type of flying and the seniority of the Flight Attendants awarded will be compared to historical data by a Committee composed of AFA and Company representatives.

Sincerely,

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

April 4, 2005

Mr. Gregory E. Davidowitch, President
Association of Flight Attendants
1 O'Hare Center
6250 N. River Road, Suite 4020
Rosemont, IL 60018

Dear Greg:

During negotiations leading to the 2005-2010 Agreement the parties agreed to discuss the matter of Flight Attendants based at U.S. or non-U.S. domicile locations who lose and/or are unable to maintain their legal ability to continue to work in the country in which they are domiciled, and who are not covered by the provisions of Section 22.L.

The following parameters will apply in such situations:

1. The affected Flight Attendant will immediately provide the Company all documentation necessary to support their request to be accommodated at a domicile location where they have the legal right to work.
2. Such documentation must substantiate that the Flight Attendant took all necessary steps, on a timely basis, to maintain their ability to be based at their current domicile location.
3. If the Company determines that the documentation provided satisfies the requirements of item number 2 above, the Company will advise the AFA of the Flight Attendant's transfer.
4. The Company will make the final determination as to the domicile. The Flight Attendant's preference(s) will be considered in making such a determination.
5. The above procedures will not apply to any Flight Attendant who loses the right to work in their current domicile location due to violation of local immigration law or violation of any other local law(s) that affects their ability to be domiciled in that location.