

LETTER OF AGREEMENT
Between
United Airlines, Inc.
And
The Association of Flight Attendants – CWA

Assignment of CQ Training – Section 11.D.6.

This Letter of Agreement is made and entered into in accordance with the Railway Labor Act, as amended, and between United Airlines, Inc. (“Company”) and the Association of Flight Attendants – CWA (“Union”), together as (“Parties”).

WHEREAS, the Parties met and wish to clarify the process of assigning CQ training to Flight Attendants who fail to pick up CQ training, pursuant to Section 11.D.6. of the Flight Attendant Collective Bargaining Agreement:

1. **Due Month.** When a Flight Attendant has failed to pick up a CQ training class by the last day of the bid month prior to their “due” month for CQ, the Company will assign a training class to the Flight Attendant under the following circumstances:
 - a. If there is a seat available in a class on a day off in the Flight Attendant’s original or adjusted schedule and assignment to that class does not require a trip to be dropped, the Flight Attendant will be assigned to that class;
 - b. If training is not offered on any of the days off in the Flight Attendant’s originally awarded schedule, the Company will drop and pay protect a trip in order to assign the Flight Attendant to a CQ class;
 - c. If training was offered on any of the days off in the Flight Attendant’s originally awarded schedule, but due to an adjustment(s) to their schedule the Company cannot now assign a Flight Attendant to CQ without dropping a trip(s), the Company may bypass that Flight Attendant for assignment to CQ.
 - d. The Company may choose, at its option, to drop, and pay protect, a trip in the Flight Attendant’s originally awarded or adjusted schedule in order to assign that Flight Attendant to CQ training.
2. **Grace Month.** When a Flight Attendant has failed to pick up a CQ training class by the last day of the bid month prior to their “grace” month for CQ, the Company will assign a training class to the Flight Attendant under the following circumstances:
 - a. If training is offered on any of the days off in the Flight Attendant’s current schedule and at least one class has an open seat and assignment to that class would not require the Company to drop a pairing(s) the Flight Attendant will be assigned to that CQ class.
 - b. If training is not offered on any of the days off in the Flight Attendant’s originally awarded schedule, the Company will drop and pay protect a trip in order to assign the Flight Attendant to a CQ class;
 - c. If training was offered on any of the days off in the Flight Attendant’s originally awarded schedule, but due to an adjustment(s) to their schedule the Company cannot now assign a Flight Attendant to CQ without dropping a trip(s), the

Company will drop the necessary trip(s) and assign the Flight Attendant to CQ and the dropped pairing(s) will not be pay protected.

3. **No Grace Month.** Flight Attendants whose "due" month falls on the last month of the CQ program cycle (and do not, therefore, have a "grace" month) will be treated as if their "due" month is a "grace" month for the assignment CQ training and handled under paragraph 2, above.
4. **Assignment Priority.** When assigning CQ training, the Company will assign training classes to Flight Attendants in their "grace" month before assigning Flight Attendants in their "due" month.

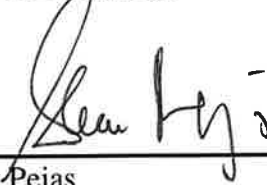
The Parties hereto have signed this Letter of Agreement as of September 23, 2026.

FOR THE COMPANY



Robert T. Krabbe
Managing Director,
Inflight & International Labor Relations

FOR THE UNION



Scott Pejas
Master Executive Council President