



Thomas Reardon
Managing Director
Labor Relations - Ground

June 1, 2017

Robert Fisher
International Representative
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

RE: Harmonized Attendance Policy for IBT Represented Employees

Dear Mr. Fisher,

This confirms our discussion and agreement regarding United Airlines implementation of the Harmonized Attendance Policy for International Brotherhood of Teamsters (IBT) Represented Employees which was effective May 1, 2017.

At the request of the IBT, all employees covered by the policy will have a point balance of seven (7) points, and will be at no level of discipline as of the effective date of this agreement, irrespective of any individual employee's previous point total or disciplinary level.

The IBT, its officers and members recognize United's unilateral right and authority to implement and modify the attendance policy at will. The IBT hereby withdraws any current, active grievances concerning this matter. The IBT reserves the right to challenge the discipline issued through the application of the policy on an individual basis, and any future modifications to the policy if, in the view of the IBT, the future modifications violate specific term(s) of the Collective Bargaining Agreement.

This understanding and agreement applies prospectively, and has no effect on any discipline or termination that occurred prior to the date of this letter.

Please indicate your concurrence by signing one copy of this letter in the place indicated below and returning it to the undersigned.

Sincerely,

A handwritten signature in blue ink that reads "Thomas Reardon". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Thomas Reardon
Managing Director, Labor Relations - Ground

Mr. Robert Fisher
6/1/17
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Agreed, this 1st day of June, 2017:


Robert Fisher

cc: Doug McKeen
Kris Bauer
David Bourne