

LOA #32 - Commuter Protections

Revised _____, 2016

Captain David Bourne
Director, Airline Division
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, DC 20001

Dear Captain Bourne:

This confirms our discussion and agreement on protections and assignment rights and obligations when circumstances prevent technician and related employees (“technicians”) **and flight simulator technician and related employees** from reporting for work as planned or scheduled.

The Company recognizes that unforeseen and not reasonably anticipated events do occur that disrupt a technician’s commuting preparations. When such an event occurs and a technician is unable to commute to work, then provided that the technician had undertaken the preparatory measures outlined below, except for repeated absences within a rolling calendar year, the technician will not be disciplined for an attendance infraction or otherwise be subjected to discipline for failing to appear for work as assigned. Repeated invocations of this policy within a rolling calendar year by the technician will be considered independent events, will be judged on their own circumstances and may be considered in evaluations of a technician’s overall attendance/reliability. A technician who misses any part of an assigned shift due to his inability to report on a timely basis because of commuting events will not be paid for hours not worked. It is expected that supervision must exercise consideration, prudence, and good judgment when evaluating a technician’s request to be afforded the protection of this policy.

A technician who travels (i.e., commutes) by air over Company lines, from his residence to work is expected to exercise prudent judgment and planning regarding checking load factors, flight availability, forecast weather, traffic reports, and otherwise generally “planning ahead” to avoid commuting problems. For example, it is not sufficient for a technician commuting by air to utilize a flight(s) whose arrival/departure time is likely to be adversely impacted by forecasted weather events. A commuting technician remains responsible for reporting for all scheduled regular, overtime and trade shifts.

A technician commuting by air who wishes to be considered under this policy must list himself with his Base Director, or designee, as a commuter and must designate a city on the **United Airlines/United Express route system** where he resides and from which he commutes. A technician commuting by air, must exercise good judgment and exert every reasonable effort to report for work, including having the legitimate reasonable potential to commute on either of two United Airlines/ United Express flights (i.e., twenty-four (24) hours prior to the first flight’s

