



Julianne Cooney
Director
Labor Relations - Ground

July 3, 2017

Vinny Graziano
The International Brotherhood of Teamsters
Business Agent/International Representative
Local 210
55 Broad St.
New York, NY 10004

Dear Mr. Graziano:

This confirms our discussion and mutual understanding regarding pay rates for non-IBT represented United employees transferring into IBT represented positions per Article 4.B.

A non-IBT represented United employee transferring into an IBT represented position that is considered a higher position than the position from which the employee is transferring will be placed on the Appendix A wage scale at a basic pay rate equal to or higher than the current basic pay rate of the position from which they are transferring, not including any premiums. The top-of-scale basic pay rate will be used to determine if the IBT position an employee is transferring into is considered a higher position.

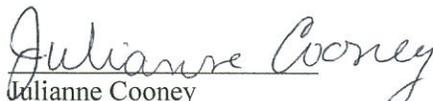
If not transferring to a higher position, the employee will be assigned a basic rate of pay on the Appendix A wage scale as determined by the employee's Company Seniority date.

Any non-IBT represented United employee that has transferred into an IBT represented position since December 5, 2016 will have their pay evaluated and adjusted prospectively to the appropriate Step on the Appendix A wage scale effective with the beginning of the pay period following the execution of this Letter of Understanding.

This Letter of Understanding resolves this issue to the satisfaction of United and the IBT. No grievances will be filed concerning the transition to this pay slotting procedure.

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

Sincerely,

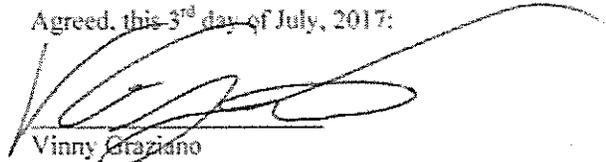

Julianne Cooney
Director, Labor Relations - Ground

Mr. Vinny Graziano

6/27/2017

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Agreed, this 3rd day of July, 2017:

A handwritten signature in black ink, appearing to read 'Vinny Graziano', written over a horizontal line.

Vinny Graziano
International Representative, Airline Division

cc: Bob Fisher
Mike Hansen
Tom Reardon