



**Thomas Reardon**  
Managing Director  
Labor Relations - Ground

**Letter of Agreement**  
**JFK Staffing**

November 17, 2020

Vinny Graziano  
National Coordinator, Airline Division  
International Brotherhood of Teamsters  
25 Louisiana Avenue, NW  
Washington, DC 20001

Dear Mr. Graziano:

This letter will confirm our understanding and agreement regarding Technician staffing at JFK International Airport as we have discussed.

Subject to on-going FAA approval, United Airlines plans to reintroduce scheduled flight operations at JFK International Airport, Jamaica, NY during the 1st quarter of 2021. Due to the unique and dramatic downturn in the aviation industry, United has been granted initial authority to temporarily operate without the previously required "slots" normally required by the FAA. Therefore, the reopening of JFK will be on a temporary basis until such time as United is granted operational "slots" or is directed to vacate by the FAA.

As such we agree as follows;

- The Company will make available sufficient temporary Technician and temporary Lead Technician positions at JFK to support the operation.
  - Employees will be offered temporary positions in order of recall according to the JFK recall list. Employees who decline the offer of temporary recall will not lose their recall rights to JFK.
  - In the event the recall list is exhausted, remaining temporary positions will be filled pursuant to Article 5 of the CBA.
  - If the temporary assignment ends employees will revert to their previous assignment, status, days off pattern and shift with no new furlough benefits and will maintain their recall rights to JFK. In the event the previous assignment no longer exists, or the employee does not have sufficient seniority to maintain their previous position, normal furlough procedures from the permanently assigned station will be applied. Employees on furlough status accepting a temporary position will return to inactive furlough status with no additional furlough benefits and will maintain their recall rights.
  - In the event United is directed to vacate JFK or decides to cease operations, the Company will advise employees and the Union within 72 hours of that notification.

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- In the event that United is granted permanent “slots” in the future, and chooses to continue operations in JFK, the IBT represented positions existing at that time will be converted to permanent positions and permanent recall will be executed according to the terms of the CBA.
- The IBT agrees that these positions may be staffed as temporary assignments until such time as United decides to cease operations or is required to vacate JFK due to lack of slots, or until the positions are made permanent as described above.

The transactions and administration necessary to implement this agreement will be completed as soon as reasonably practicable, and the anticipated implementation may be adjusted or cancelled.

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

Sincerely,



Agreed, this 17<sup>th</sup> day of November, 2020:



12/1/20

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Vinny Graziano

cc: David Bourne  
Zachery Jones  
Tom Doxey