



March 1, 2013

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

Re: UAL and CAL MX Me-Too Triggers
Per Diem, Business Accident Insurance, and Moving Expenses

Dear Captain Bourne:

With respect to the above-referenced matter and based on our recent discussions, this is to confirm and memorialize our agreement that the per diem, business accident, and moving expense enhancements contained in the recently ratified United Pilot Agreement ("UPA") will apply equally to the sub-United and sub-Continental collective bargaining agreements covering mechanics/technicians and related employees (the "sub-UAL CBA" and "sub-CAL CBA," respectively). Accordingly, effective December 15, 2012:

1. The hourly per diem for domestic locations (including Canada, Central America, the Caribbean and Mexico), as referenced in Article 15.Q of the sub-CAL CBA and Article 15.Q of the sub-UAL CBA, shall be \$2.10 during the period covering December 15, 2012 through December 31, 2012, and shall be \$2.15 effective January 1, 2013. The hourly per diem for international locations shall be \$2.55 during the period covering December 15, 2012 through December 31, 2012, and shall be \$2.60 effective January 1, 2013. These domestic and international per diem rates shall be increased by five cents (\$0.05) per hour on each subsequent January 1st.
2. The maximum limit payable under the Company paid accident insurance benefits provisions referenced in Article 16.G of the sub-CAL CBA and Article 16.H of the sub-UAL CBA shall be increased to \$250,000.00.
3. In addition to the paid travel entitlement provisions set forth in the sub-CAL CBA and the sub-UAL CBA, each employee covered under those CBAs, one (1) time during his career as an employee covered under either of such collective bargaining agreements or their successor agreements, will be entitled to a paid move (a "Career Move") provided he is not on probation. Moving expenses for a Career Move shall be reimbursed by the employee on a pro rata (monthly) basis if, within twenty-four (24) months of the move, the employee retires or voluntarily changes his station. Additionally, the Company will, within fourteen (14) days of the date of this Letter of Agreement, provide the Union with a copy of the November 8, 2012 Moving Handbook referenced in Article 10-A of the UPA, and will likewise provide the Union with all future Handbook editions within fourteen (14) days of their publication. Any and all provisions

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contained in such Handbook that apply to United Pilots and which provide for greater benefits than those set forth herein and in the sub-CAL CBA, sub-UAL CBA, and their successor agreements shall likewise apply to the sub-CAL CBA, sub-UAL CBA, and their successor agreements.

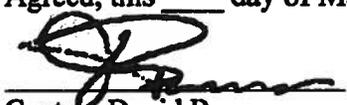
If the foregoing conforms to your understanding of our agreement, please signify your acknowledgement by signing and dating in the spaces provided below.

Sincerely,



P. Douglas McKeen
Senior Vice President Labor Relations

Agreed, this ^{1st} day of March, 2013:



Captain David Bourne
Director, Airline Division
International Brotherhood of Teamsters