

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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KEN HALL
General Secretary-Treasurer

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October 7, 2021

Mr. Zachery Jones
Vice President of Labor Relations
United Airlines
233 South Wacker Drive
HDQPO
Chicago, Illinois 60606

Dear Zach:

It has come to my attention that United Airlines has informed IBT-represented technicians of the Company's requirement that all unvaccinated employees wear an N95 filtering facepiece respirator. Further, United Airlines is asserting that they are not required to comply with the current OSHA respiratory protection standard (29 CFR 1910.134) which requires the employer to provide training, fit testing, medical clearance evaluations, hazard assessments, etc. prior to requiring an employee to wear a respirator.

Per our understanding the enforcement discretion memo dated April 8, 2020 "Expanded Temporary Enforcement Guidance on Respiratory Protection Fit-Testing for N95 Filtering Facepieces in All Industries During the Coronavirus Disease 2019 (COVID-19) Pandemic" was officially rescinded on July 7, 2021 when OSHA published the Revised National Emphasis Program – Coronavirus Disease 2019 (COVID-19) directive: DIR 2021-03 (CPL 03). https://www.osha.gov/sites/default/files/enforcement/directives/DIR_2021-03_CPL_03.pdf

OSHA requires that when PPE is necessary to protect at-risk workers from exposure to COVID-19, the employer must provide PPE in accordance with relevant mandatory OSHA standards and should consider providing PPE in accordance with other industry-specific guidance. Respirators, if necessary, must be provided and used in compliance with 29 CFR 1910.134 (e.g., medical determination, fit testing, training on its correct use), and other PPE must be provided and used in accordance with the applicable standards in 29 CFR part 1910, Subpart I (e.g., 1910.132 and 133).

Accordingly, the IBT calls on United to comply with applicable OSHA regulations regarding mandatory use of N95 masks.

Mr. Zachery Jones

October 7, 2021

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Sincerely,

A handwritten signature in black ink, appearing to read "David Bourne". The signature is stylized with a large, sweeping initial "D" and a horizontal line extending to the right.

David Bourne

Director, IBT-Airline Division

A handwritten signature in purple ink, appearing to read "Enjoli DeGrasse". The signature is written in a cursive style with a large initial "E" and a long, sweeping underline.

Enjoli DeGrasse

Deputy Director, IBT Safety and Health Department