

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Re: WARN Notices - United Airlines

Brothers and Sisters,

The company has informed us they will begin sending WARN notices starting next week. As you are most likely aware, this is a statutory requirement ahead of furloughs this fall. You may or may not get an individual notice. In states where the law prescribes individual notices you will receive them. In states where there is no requirement for individual notification, the IBT will be notified and will notify affected people we represent.

There will be a significant number of notices sent due to your contractual bumping rights. Members with significant seniority may receive notices as a result. Receiving a WARN notice does not mean that you will be furloughed. The notice means that there is a potential you could be affected.

Numbers of members to be furloughed have not been finalized. Several factors are causing the company difficulty finalizing the numbers of Mechanics and Related who may be furloughed. For instance, if more members take the voluntary separation package, it will reduce the numbers of members that will be involuntarily reduced. Likewise, for those cities that are participating in voluntary reduced hours there will most likely be a smaller need for involuntary furloughs. And finally, as more people begin to fly and the schedule increases there will be a greater need for our craft.

The IBT is working with other unions and carriers to convince Congress to pass another stimulus package like the CARES Act. At this time, we do not know what the second stimulus package may hold, or even if there will be one. If there is another stimulus package that may also affect the numbers.

If you are on the lower end of the seniority list, this may be the time to get your economic affairs in order. We are hopeful the industry will recover quickly, but offer this advice in case that doesn't occur.

As more information is received it will be shared with you.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Vinny Graziano', with a long horizontal stroke extending to the right.

Vinny Graziano