

United Airlines  
“Contract 2000” Highlights  
AGIFORS Crew Management  
May 2, 2001

Started Negotiating - December 1998

Amendable Date - April 12, 2000

Tentative - September 2, 2000

Ratified - October 26, 2000 (95% yes)

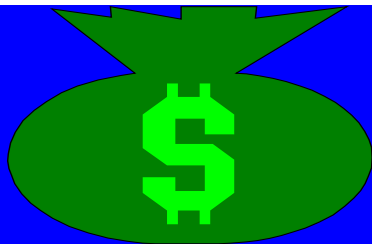
Runs until September 1, 2004

# Scope

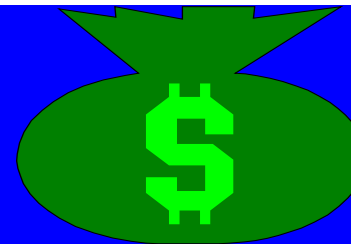
- **A “No furlough clause” covers pilots on the property at date of signing**
- **Fleet size guaranteed, subject to a “substantial economic downturn”**
- **A “No strike clause” was eliminated**
- **Agreement to discontinue flying if the pilots engage in a legal work stoppage**
- **Aircraft with 70 seats or more will be flown by United pilots**
- **Small jets (fewer than 70 seats) increased on a ratio of 3 for every growth narrow body and 5 for every growth wide body**
- **Express carriers can replace 150 current turboprops with small jets on a one-for-one basis**

# Definitions

- The pilot schedule months can be changed once in the life of the agreement.
- “Old” 31 day months are June, July, August, November and December.
- “New” 31 day months are May, September, October, November and December.



## Compensation



- **Minimum guarantee reduced from 78 hours to 75 hours**
- **Initial pay increase of 21% narrow body, 28% wide body (after snapback), retroactive to 4/12/00**
- **+ 4.5% per year for 3 years**
- **50% incentive pay for “senior manning”**
- **International hourly override: CAP=\$8, F/O=\$6, S/O=\$4**
- **Night hourly override (domestic only) for flight hours 2300-0659 home domicile time, if actually fly between 0045 and 0600 HDT: CAP=\$15, F/O=\$10, S/O=\$5**
- **Five hours of incentive pay for waiving down to less than contractual layover**

# Expenses & Lodging

- Domestic per diem now \$2.10, increasing by \$.10 each May 1
- International per diem is \$.50 greater than domestic
- Field layover hotel must be within 15” (was 10”) of airport
- Additional crew meals (snacks) added to flights over 5:00
- FAA physicals are a covered expense through the medical plan

# Hours of Service

- Line holder and reserve minimum days off are now 12 in 30 day month and 13 in 31 day month (Shuttle remains 14)
- In line construction, a day is considered to still be a scheduled day off if the line holder is scheduled to be released from duty at home domicile prior to 0100 (shaded day off concept)
- 2-for-1 intermediate rest for 8-in-24 eliminated!
- Maximum scheduled duty day now 13:00 (was 13:30)
- Domestic schedule cap remains 81:00, but can flex up to 83:00 four times a year by equipment type (guarantee flexes up with cap)

# Hours of Service - Continued

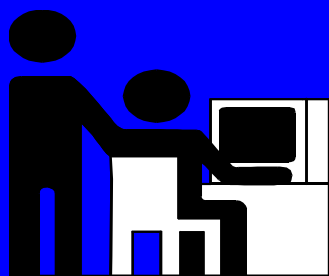
- ALPA System Schedule Committee can authorize constructing lines above the cap by :30 domestic, 1:00 international for “line quality improvement”
- Time away and duty rigs now apply in the actual operation for pay
- Minimum rest at the hotel is 9:00 (was 8:45)
- 9:30 scheduled free from duty for a field layover
- 12:45 scheduled free from duty for a downtown layover
- 14:00 scheduled free from duty at the first rest following a duty period scheduled to exceed 7:30 in 24:00

# Night Flying Rules (domestic only)

- **Home Domicile Time (HDT)** is the time at the pilot's domicile
- **Window Of Circadian Low (WOCL)** is 0100-0459 HDT
- **Late Night Flight (LNF)** is any segment scheduled to arrive after 0045 or depart before 0600 HDT
- **All Night Flight (ANF)** is any LNF that is scheduled to operate anytime between 0230 and 0329 HDT
- **No pilot may be scheduled on duty in consecutive WOCLs**
- **Pilots must be scheduled to have at least 16:45 free from duty prior to a duty period containing an ANF**
- **No regularly scheduled flying may be scheduled after an ANF without a duty break**
- **Any duty period that contains an ANF is scheduled as follows:**
  - 2 leg maximum, except 1 leg if the ANF departs from a domicile
  - 9:45 scheduled maximum duty time unless further restricted
  - Maximum 1:45 scheduled ground time between the 2 legs

# Filling of Vacancies

- We have a contractual manpower formula that now requires a minimum reserve percentage (by equipment) of 17% for Captains (was 15%), 15% for First Officers, 15% for Second Officers and 12% for Shuttle (all exclusive of sick leave, vacation and training)
- Agreed to implement a conditional vacancy bidding system within 12 months of the date of signing. It allows a pilot to designate that he will only accept the bid if he will be in the upper third, or upper two thirds of the seniority of the base. We currently do this manually for new domiciles, but are developing an automated system.



# Training



- Increased notification time from 7 days to 14 days for training assignments of 5 days or more
- No simulator checking allowed before 0700 home domicile time

# Vacations

- 81% (was 66%) of the vacations will be awarded on the annual vacation bid. 6% will be awarded in each of 3 months and 7% will be awarded in each of 9 months, to be determined by the company.
- We can no longer involuntarily assign vacation twice in the same month.
- Retained the ability to solicit deferral of vacation into the next vacation year.

# Sick Leave

- New hire pilots start with a negative sick leave bank of 60 hours
- Non-occupational sick leave accrues at 6 (was 5) hours for each month of employment, up to a maximum of 1250 (was 1000) hours
- Pilot who has 250 hours or more in his non-occupational bank prior to an illness reaccrues at 7 (was 6) hours per month until bank is restored to previous level

## Sick Leave - Continued

- Occupational sick leave accrued at 6 (was 5) hours per month, up to a maximum of 500 (was 450) hours
- Pilot who has 250 hours or more in his occupational bank prior to an illness will re-accrue at 7 hours per month until the bank is restored to previous level
- Reserve pilot will not be charged a sick day provided he calls off sick by 1200 home domicile time

# Allocation, Assignment & Scheduling

- Added a “4 or more” day bucket to our first-in first-out (FIFO) reserve system
- Cross-town layover driving times are now added to the inbound duty period (there are exceptions where hotels are the same)

# Quality of Work Life

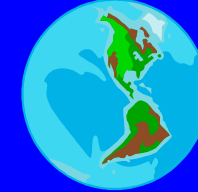
- A set of QWL pairing standards for domestic, mainline flying was developed. Measurements are on a system basis, and are measured in the pairing process prior to weekend, holiday and transition processing:
  - \* Max of 4% sits greater than 2:00
  - \* Max of 6% duty periods greater than 12:00
  - \* Stay with the aircraft at least 55% of the time
- A QWL standard for line construction was also developed.
  - \* Min 55% of the lines (system basis) will have fewer than 270 hours time away from home

# General

- New hire pilot uniforms will be provided by the Company
- A second jump seat will be installed on all B737-300/500 and B757 aircraft
- More than two United pilots will be allowed to “jump seat” if cabin seats are available after all other passengers are boarded
- Jump seat riders will be accommodated in the cockpit on weight restricted flights (something or someone else will have to come off)



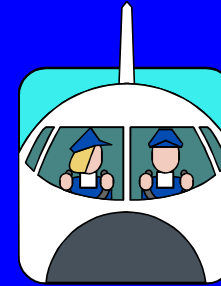
# International



- International reserves will have 13 days off in a 31 day month, with one period of 7 consecutive “holy days” off
- Check-in increased to 1:30 (was 1:00)
- Scheduled rest increased by 2:00 in all international regions
- A new “Doctors Study” will be conducted
- Pilots scheduled to fly or deadhead multiple segments from the US to Delhi will not be scheduled more than 11.5 time zones from HDT
- The company can operate non-stop ORD-DEL with a double augmented crew
- Augmentation for flights over 16:00 block will be decided by a joint UA/ALPA study team



# Shuttle



- Some operational restrictions (750 mile limit, 10% new flying) were eliminated
- Reserves can now be cross utilized (under certain circumstances) between Mainline and Shuttle
- Line cap now the same as Mainline (was higher)
- Pay now the same as Mainline (was lower)
- Ability to use A320 aircraft or smaller as Shuttle (was limited to B737 family)
- Ability to fly any aircraft on “Shuttle” routes

# Operational Issues

- Senior Manning Concept
- Operational Integrity
- New Reserve Concept

# Senior Manning

# Senior Manning - Four Passes

## 1st Pass

Trips are offered in seniority order to pilots who have indicated a desire to be notified of open flying, and:

- Whose schedule will be legal after the trip is assigned, or:
- Whose schedule can be made legal after a trip is dropped that results in no more than the loss of one duty period

# Senior Manning - Four Passes

## 2nd Pass

Trips offered in inverse seniority order to all pilots whose schedules are legal, or can be made legal, according to the same rules as the 1st pass

# Senior Manning - Four Passes

## 3rd Pass

- Trips offered in seniority order to pilots who have indicated a desire to be notified of open flying and whose schedules can be made legal after the assignment

# Senior Manning - Four Passes

## 4th Pass

- Trips will be offered in inverse seniority order to all pilots whose schedules can be made legal after the assignment

# Senior Manning - \$\$

- Pilot credited with additional 50% of the pay value of the assigned trip, however,
- Incentive pay will be reduced by the value of the trip(s) dropped compared with the value of the trip assigned
- The 50% incentive, adjusted for the difference in trip value, is credited to the pilot when he departs on the first segment of the trip assigned to him

Operational Integrity  
or  
“Bring It Home”

# Operational Integrity

- The Company may initiate this procedure whenever it is anticipated that a flight crew will be unable to depart on-time following a scheduled layover at a non-domicile location
- Pilots may accept layover lengths as short as minimum allowed by FAR

# Operational Integrity

- Each pilot must be notified prior to, or immediately upon, arrival at the non-domicile location of our intention to use this option
- The layover hotel must be within 15”
- Ground transportation must be “immediately available” upon arrival
- Pilots will be informed of anticipated duty following the layover

# Operational Integrity

Following the rest period, the pilot may fly up to 4 scheduled flight hours and be relieved from duty upon the earliest of:

- First arrival at a domicile of the same equipment type
- Completion of 2 flight segments
- Completion of 6 hours on duty

# Operational Integrity

When the pilot is released from duty:

- Will be released from the balance of his trip  
or
- Given a rest period extending through 0459  
HDT, but not less than 14 hours

# Operational Integrity

After the rest period, the pilot will be either:

- Assigned to join the balance of his trip
- Reassigned to other flying that is scheduled to get him home within 2 hours of original trip
- Released from further duty other than to deadhead home

# Operational Integrity - \$\$

If the entire crew accepts the shorter layover and actually reports for the first segment following the shortened layover, they will be credited with 5 hours of incentive pay

# New Reserve Concept

# New Reserve Concept

This reserve system offers four options:

- Traditional
- Active
- Passive
- Voluntary Short Call Out

# Traditional Option

A reserve who does not contact the Company to elect one of the other options will be a Traditional Reserve:

- FIFO
- 1, 2, 3 and 4 or more day “buckets”

# Active Option

- Reserve can volunteer to go to the top of the FIFO list
- Relative position at the top of FIFO determined by the time the reserve blocked in on last assignment
- If reserve doesn't receive an assignment by 2359 of the day before the last day of availability, then reverts to traditional status

# Aggressive Option

Reserve may pick up an assignment on a first-come, first-served basis as follows:

- Flying that becomes open more than 28 hours before departure is available for pick-up between 28 and 24 hours before departure
- Flying that becomes open between 28 hours and 12 hours before departure is available for pick-up 4 hours after the trip became open or until 12 hours before departure

# Aggressive Option - continued

- Flying that opens up due to sick leave is available no earlier than 14 hours and no later than 12 hours prior to departure
- Reserve may pick-up a trip with the same # of days, or same # minus 1, as the number of days of his remaining availability
- If reserve becomes illegal to fly a trip that he picked up, trip reverts to open time
- With Company concurrence, a reserve may move days off to pick up a trip

# Voluntary Short Call Out

- Reserves may volunteer for trips that become open 5 hours or less from departure
- Reserves will be assigned out of FIFO order to these Short Call trips ahead of pilots choosing the Active or Traditional option

# What Didn't We Agree To?

- 14 days off for reserves and line holders
- 20% reserve (excluding sick leave, vacation and training) on a domicile basis
- Elimination of all restrictions on trip trade
- 1-for-3.0 time away rig
- 1-for-1.75 and 1-for-1.50 duty rig
- 5:30 per duty period, no averaging
- Pay schedule or actual by segment
- Elimination of ability to deadhead a reserve from one domicile to another
- Elimination of ability to defer vacation to the following year



Questions??

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