

**LETTER OF AGREEMENT**  
BETWEEN  
**CONTINENTAL AIRLINES, INC., SUBSIDIARY OF UNITED CONTINENTAL HOLDINGS, INC.,**  
AND  
**THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

THIS LETTER OF AGREEMENT is made and entered into in accordance with the Railway Labor Act by and between Continental Airlines, Inc., Subsidiary of United Continental Holdings, Inc. (hereinafter “Company”), and the Association of Flight Attendants – CWA, AFL-CIO (hereinafter “Union”).

The undersigned parties agree as follows:

A. Profit Sharing

The Parties agree that flight attendants at Continental Airlines, Inc. (hereinafter “s-CO”) will continue in participating in the United Continental Holdings, Inc. Profit Sharing Program in accordance with the terms of that plan through Plan year 2016, for profits made in fiscal year 2016 and payable in 2017.

B. Reserve Call Out for s-CO Flight Attendants

All s-CO reserve flight attendants will be subject to a three (3) hour call out notice to report for duty, rather than the current two (2) hour notice provided under Section 5.I.6 of the s-CO collective bargaining agreement.

C. Sections 5.B.7.c and 5.B.9.d for s-CO Collective Bargaining Agreement

Section 5.B.7.c and 5.B.9.d is appended as appropriate, in the event the Company operates any flight with a total duty period (combination of scheduled check-in time, scheduled flight time, and scheduled debriefing time) equal to or greater than eighteen hours (18:00):

- When a flight attendant is scheduled for a duty period equal to or greater than eighteen hours (18:00) (including the combination of scheduled check-in time, scheduled flight time, and scheduled debriefing time), she/he may be required to remain on duty up to an additional three hours and thirty minutes (3:30) on an actual basis. Under no circumstances shall a flight attendant be required to remain on duty in excess of twenty-three hours (23:00).
- When a flight attendant is required to remain on duty for between 20:00 and 20:59, she/he shall be paid at one and one-half (1.5x) times their hourly rate for all flight hours in that duty period.

- When a flight attendant is required to remain on duty for between 21:00 and 23:00, she/he shall be paid at two (2X) times their hourly rate for all flight hours in that duty period.
- A reserve that is scheduled for a duty period equal to or greater than eighteen hours (18:00) (including the combination of check-in time, scheduled flight time, and debriefing time) on the final day of a trip pairing shall be free from all duty for the remainder of the calendar day of her/his scheduled arrival, and on no event shall receive less than a minimum of twenty-four hours (24:00) free from all duty at her/his domicile upon completion of such trip assignment. .

D. Effective April 1, 2016, General Grievance 55-99-02-963-13 Referencing Letter of Agreement 18, LOA 18 Health and Welfare Benefits is hereby withdrawn.

THIS LETTER OF AGREEMENT shall become effective on the date of execution by all parties and shall remain in full force and effect unless otherwise amended.

IN WITNESS WHEREOF, the parties have signed this Agreement this 21st day of October, 2015.

FOR THE ASSOCIATION  
OF FLIGHT ATTENDANTS-CWA, AFL-CIO

FOR UNITED CONTINENTAL  
HOLDINGS, INC. AND  
CONTINENTAL MICRONESIA,  
INC.

\_\_\_\_\_  
Sara Nelson, International President  
Association of Flight Attendants

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Jeff Wall  
Vice President, Labor Relations

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Marcus Valentino, President  
Continental Master Executive Council  
Association of Flight Attendants-CWA

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Sheryl Kee, Vice President  
Continental Master Executive Council  
Association of Flight Attendants-CWA

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Cari Kershaw, President  
Council 60  
Association of Flight Attendants-CWA

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Joey Guider, President  
Council 62  
Association of Flight Attendants-CWA

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Harold Howard Jr., Acting Vice President and Secretary  
Council 63  
Association of Flight Attendants-CWA

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Denny Wheeling, President  
Council 64  
Association of Flight Attendants-CWA

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Scott Goodman  
Staff Attorney  
Association of Flight Attendants-CWA