



Contract 2010 Tentative Agreement Question & Answers

February 2, 2011

Q. What is my Local Lodge number?

A. IAH - 2339H, EWR - 2339N, CLE - 2339C

Q. On the ballot information stub, do I put my IAM card number and my employee number?

A. You can put either your card number or your employee number. You are not required to put both on the bottom information stub.

Q. If the Tentative Agreement ratifies will I have an option to contribute my "post" profit sharing check equivalent into my 401k account?

A. Yes. If the Tentative Agreement ratifies, the company will open a special window online in the Benefits section for flight attendants, providing an option to contribute their "post" profit sharing check into their 401k. *Watch for bulletins from both the Union and the Company about this issue.*

January 31, 2011

Q. Does the increase in domestic per diem to \$1.95 apply to turns?

A: Yes. Per Diem for turns was a snapback in our current agreement. Per Diem for turns returned on December 31, 2009. As it is already part of the agreement and did not change, that issue is not up for a vote in the Tentative Agreement.

Q. Why was there a change to Letter of Agreement (LOA) 27 Pension in the first TA and no change in this TA?

A. The Negotiating Committee during the first set of negotiations took out old language referring to the vote on the IAM National Pension (IAMPP) that took place in 2007. The Committee then moved the relevant remaining paragraph from the letter to Benefits Section 24, with language that covered the company's financial responsibility to the NPP. Since there was confusion over the meaning of the change, the Committee decided to leave the letter as is.

Q. Did Letter of Agreement (LOA 27) allow the IAM NPP to fold CARP into the NPP?

A. No.

Q. Why is UAL moving routes from CAL to UAL? Why were routes not covered under the Fence Agreement?

A. Routes belong to the corporation and are not up for negotiation with any Union group. This provision will protect our work. It provides that all work on all existing Continental aircraft and aircraft on order will be performed by Continental Flight Attendants.

Q. Does this mean, if the new UAL Corporation ordered aircraft after the merger announcement date of May 2, 2010, they could put that aircraft where ever they wanted?

A. No.

Q. Did we have a mediator at the negotiation meetings in December 2010 and January 2011.

A. Yes, Patricia Sims, senior mediator from the National Mediation Board (NMB), conducted the sessions for those meetings.

Q. Is the Company required to have a new contract in place in order to obtain a Single Operating Carrier Certificate (SOCC)?

A. No.

Additionally, the Union continues to receive questions regarding profit sharing.

The membership is concerned why the current Letter of Agreement 29 (LOA 29) is not valid.

We currently work under the provisions of the Agreement that became amendable on December 31, 2009 and we will continue to work under those provisions until a new Agreement is ratified. LOA 29 in your current Agreement makes reference to the "Continental Airlines Enhanced Profit Sharing Plan." All Continental employees were in the plan and LOA 29 ensured our participation in that plan. The Plan's official document

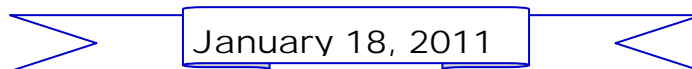
spelled out the duration of the Plan which ended as of December 31, 2009. This is most certainly responsible for some of the confusion. Regardless the Plan was terminated for all Continental employees on December 31, 2009.

Subsequently, a new profit sharing plan was introduced by the Company. The plan document of this profit sharing plan indicates that it became effective, February 17, 2010. In that document, the plan is referred to as the "Continental Airlines, Inc. Profit Sharing Plan." Section 4.1 – Participation provides in part:

"Each Employee who is a member of a workgroup that is collectively bargained as of the last day of a Year shall be a Participant in the Plan with respect to such Year only if specifically provided pursuant to the terms of a ratified collective bargaining agreement..."

This provision makes it a requirement of the Plan that Union employees negotiate their involvement in the Plan. This is true of all unionized employees.

The Tentative Agreement that is currently in the ratification process, includes a Letter of Agreement that ensures our participation in the profit sharing plan. Ratification of the Tentative Agreement is necessary in order for you to receive a payment in 2011 based on 2010 profits.



Q. Will we get our profit sharing checks on the 14th?

A. No. The ballot count will not start until the 23rd. If the contract is ratified we, will get our profit sharing equivalent and Retro checks within 30 days of ratification.

Q. How will we get a copy of the Tentative Agreement and a ballot?

A. The Tentative Agreement (TA) and Ballot will be mailed to the last known address we have on file at the District office.

Q. Will I be able to put my Retro as well as my Profit sharing check into my 401k?

A. Only the Profit sharing check can be put into your 401k.

Q. Will the Retro pay cover January and February of this year?

A. Yes.

Q. Will we be able to ask questions about the Tentative Agreement before we vote?

A. Yes. Members of the Negotiating Committee have been in the crewrooms since the announcement. Additionally, the Negotiating Committee will be holding information meetings in each base from February 7-14, 2011.

Q. Will the committee explain the Tentative Agreement to us at these meeting?

A. Yes. There will be a slide show presentation with information about the agreement. Please read the TA and get the facts before voting.

- Q. The Current TA has not been voted on yet I keep hearing that there are meetings set up for March to resume negotiations. Is that true?**
- A. No. This is a rumor. Dates won't be set for negotiations to resume until the current TA vote has been completed and the vote is tallied.