



# Message from the Master Chairman

A Publication of the United MEC

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## United Announces Worker Adjustment and Retraining Notifications (WARN)

Fellow United pilots,

Today, the Company sent Worker Adjustment and Retraining Notification (WARN) letters to 2,250 of our fellow United pilots. The Company anticipates these pilots will begin to be furloughed on or after October 1. United has made this decision due to the drastic reduction in flying that has occurred in the wake of the COVID-19 pandemic. All of our careers have been adversely affected; however, none will be more impacted than those who will be temporarily forced off the property.

I want to be clear to every pilot notified today of an expected furlough: This is not your fault, you are not alone, and you have your Union's support throughout this terrible ordeal. ALPA recognizes it is vital that we continue working to mitigate and delay all furloughs as much as possible.

### **ALPA Furlough Mitigation**

ALPA has been intensely focused on securing an early-out package that will mitigate furloughs by incentivizing pilots to retire early. We are also finalizing provisions for Voluntary Furloughs and Company Offered Leaves of Absences (COLAs) for those pilots willing to temporarily step back from active flying. An MEC review of these voluntary programs is expected soon, and we believe they will offer significant mitigation. We understand how important this is for all United pilots, and we are working to achieve these provisions. You can expect to hear details as soon as a tentative agreement is reached.

### **Contractual Rights**

ALPA will continue to defend the UPA and demand all contractual rights be afforded to furloughed pilots. This includes furlough pay, vacation payout, and all benefits in accordance with UPA Sections 7 and 12. Additionally, there are several protective provisions in the UPA that were specifically bargained for following previous furloughs. These include the Voluntary Furloughs and COLAs mentioned above, restrictions on operating 76-seat aircraft, and requirements for jobs at United Express carriers when they are hiring. Every MEC committee is fully engaged in ensuring these provisions are used to support our pilots.

### **Your Union has Your Back**

ALPA cannot contractually stop the Company from furloughing. We can, however, offer assistance to our fellow pilots who are in need. In a demonstration of union solidarity and support for furloughed pilots and their families, United pilots approved the Furlough Fund to cover the cost of their health insurance premiums.

The MEC is also marshalling the full power of ALPA to provide access to resources such as job search, unemployment benefits, and other forms of assistance including the [SOAR](#) Committee. A dedicated website [found here](#) is the first stop to find more information. As always, please reach out to your LEC officers or file a Furlough [PDR](#) if you have any questions.

None of the pilots notified today of their anticipated furlough are in this situation because of any action or decision on their part. With different luck, timing, or circumstances, it could be any one of us. These aviators have proven they are the best in the industry and have helped build our airline to be the world-class leader we are today. They are an important part of our United pilot family, and we must all continue to support them in their time of need. One pilot on involuntary furlough is too many; one day out is too long. When furloughs occur, we must remain dedicated to quickly bringing our pilots back to a strong airline with a strong contract that is fully intact.

Please continue to stay unified and engaged with ALPA. Our solidarity will be vital to maintaining the viability of our airline and the long-term success of all our careers.

In Unity,



Capt. Todd Insler  
MEC Master Chairman

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Feedback or Questions - [File a PDR](#)

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