

Fellow United Pilots,

As the LEC Reps that voted against this Tentative Agreement, we now ask for a moment of your time to explain our difficult decision of refusing to support this agreement and why **we recommend you do not support it.** Some will lead you to believe there are no alternative paths forward, but the same was said during the previous failed agreement. We strongly believe it is you, the pilot group, who will chart our path forward. Much like you previously refused to ratify a clearly concessionary agreement, you must now rise again and show your union leaders this agreement significantly fails to meet the shared goals of our pilot group in key areas.

After the failure of the previous concessionary TA, our pilot group committed a significant amount of time and effort to change the composition of our MEC. The goal of such a historic change was ensuring our union leadership represents the interests of our pilot group, that it maintains full transparency and accountability for its actions, and remains fully engaged with the pilot group. While we have made great progress in this regard, we must ask if the MEC and NC delivered on an agreement that truly reflects an industry-leading contract that advances all cross-sections of our pilot group, or whether we left key protections on the table during the “best negotiating environment in history.”

This TA is far superior to the previous failed concessionary TA and was achieved in only seven months. However, we still think it fails to provide sufficient quality-of-life improvements and protections. We also think it certainly is not the industry-leading agreement our pilot group was promised. On the contrary, this agreement mostly provides additional compensation (“add pay”) for its failure to address meaningful improvements to our quality-of-life. In other words, we now can obtain “add pay” for continued abuse, or “Pay for Pain.” It is our belief our pilot group is not best served by merely agreeing to additional compensation for “pain inflicted.” Our pilot group just wants the pain to stop.

Some pilots may deem this compensation adequate and worthy of immediate gratification, but the lack of substantive improvements in quality of life will be with us for the life of this contract, and years after. All pilots in the Narrow Body Fleets should be extremely concerned and should consider the prospect of living under the conditions imposed by this agreement for the next decade. It took us a decade to get to where we are today, and it is likely to take another decade to negotiate the next agreement.

After reviewing the new TA, we spent countless hours addressing the pros and cons. We have identified the following areas to be extremely problematic, lacking in substantive gains, and some outright concessionary. Each item listed below contains an in-depth explanation of our position and it can be found by clicking the respective link:

1. [Section 8 – Staffing](#)
 - a. New Hire Pilots **forced** into Unfilled Captain Vacancies
 - b. Other Section 8 Significant Changes
2. [Section 11 – Vacations](#)
 - a. Vacation Day Value
 - b. Elimination of MPG & Vacation Soft Time
3. [Section 13 – Sick Leave](#)
 - a. 95 Hour Pay Cap when Using Sick Leave
 - b. Monthly Sick Bank Accrual
 - c. Extended Sick Bank (ESB)

4. [Section 21 – General](#)
 - a. Medical Privacy and Autonomy
5. [Section 24 – Insurance / Ratification Bonus](#)
 - a. LTD Plan
 - b. Ratification Bonus

Faced with the need to correct the problems listed above, we propose returning to direct negotiations with the company. Much like your previous “No” vote provided significant leverage in the next round of negotiations, your “No” vote here will send a clear message to our CEO indicating this TA fixes many of the company’s problems but falls significantly short in these key areas for our pilot group.

We believe the Company and Union want to get a deal completed. We also believe it is possible to “tweak” our agreement in a fashion similar to what the American Airlines pilot group was able to accomplish recently. The lack of pilots willing to upgrade to the Narrow Body Captain seat under the current onerous conditions presents a significant challenge to the company and United Next, while providing a significant amount of leverage to our pilot group. The company wants to resolve this problem much like we want assurances of a better quality of life. There is a deal to be made here, but our pilot group must stand firm and stand united to convince the company to come to terms with this reality. This is especially true if these items are such ‘inconsequential items’, or ‘mole hills’, then it should be a “quick fix,” without need for mediation. These items can’t logically be both too trivial yet too onerous for the company and pilots.

Some justify their “Yes” vote for this TA because there are no other paths forward. Put another way, they are telling you this is the only possible deal, which is the same argument made during the previous, failed TA. Just because they fail to see a path forward, it does not mean one does not exist. It is more an indication of their self-imposed limitations and lack of vision, rather than a brick wall for our pilot group. Keep in mind, the path will emerge as you walk it. *Our path is there, and it’s waiting for us to believe in ourselves enough to take the next steps.*

Please carefully consider these significant shortfalls. A “no” vote on this agreement will allow the MEC and the NC to finish pursuing a path that achieves all our goals, to include needed and significant QOL improvements, and leaving no segment of our pilot group behind. Only then can we say we have an agreement that acknowledges our sacrifices and rewards us with a truly industry-leading agreement. **The path forward is there!**



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