

To the Pilots of United Airlines,

We, the undersigned members of the United Airlines Master Executive Council, stand ***in favor*** of membership ratification of Tentative Agreement 2023, and offer this overview of why we have concluded that this agreement is the best path forward for our collective future.

Last year, United Pilots sent a strong message to both United Airlines management and the MEC leadership by voting down Tentative Agreement 2022. That historic and resounding rejection highlighted the MEC's need for a more thorough understanding of your expectations for our next contract—justifiable expectations given the current negotiating environment.

Your 2023 MEC has made a tremendous effort to understand the priorities of our pilot group. You made it clear that while compensation is always important, you were not interested in a contract that did not address the significant quality of life shortcomings of the current UPA. This agreement sees comprehensive improvements in almost every section and stands on its own merits. While we could specifically highlight many of the improvements in this letter, we have chosen not to go down that path, as United Pilots have been provided the most unbiased information ever seen in a contract cycle via [the UPA23 website](#).

Since the release of our last tentative agreement 15 months ago, we have been aware of the need to balance the critical task of improving almost every aspect of our contract while still maintaining a timeline that was reasonable. The improvements made in Work Rules, Compensation, Benefits and almost every area of the contract will positively impact the lives of all United Pilots and their families. With the agreement now before you, we are confident that *no acceptable amount of additional time would have resulted in substantial gains*. Further improvements were not guaranteed, would have delayed implementation of the items we have secured, and would have resulted in the need to capture even more value to make up for the extra time lost. We understand that no agreement can meet the individual needs of all 16,000 pilots. However, we believe this contract makes significant and impactful gains for the membership, starting in less than one month.

As we move into the final phase of this contract negotiation - *Ratification* - the decision to accept this tentative agreement is now in your hands. We encourage you to take the time to study this agreement, attend one of the roadshow presentations, engage with the FACT team volunteers, engage directly with your representatives, and, most importantly, cast your vote. ***We are confident that a Yes vote is, by far, the best path forward.***

In unity,



Steve Scheri
C005 Captain Rep.



Jim Cryster
C011 Captain Rep



Eric Popper
C012 Captain Rep



Marc Rathmann
C033 Captain Rep



Noel Ojeda
C034 Captain Rep



Joel Gutierrez
C057 Captain Rep



Chris Clay
C093 Captain Rep



Stephen Day
C150 Captain Rep



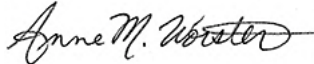
Brian Bunkers
C153 Captain Rep



Josh Kallet
C172 Captain Rep



Todd Brower
C005 First Officer Rep.



Anne Worster
C011 First Officer Rep.



Phil Anderson
C012 First Officer Rep.




Jake Eve
C034 First Officer Rep.



Ippei Tanaka
C057 First Officer Rep.



Mark Rosenhahn
C093 First Officer Rep.



Alfred "Al" Lane
C150 First Officer Rep.



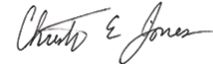
David Yao
C153 First Officer Rep.



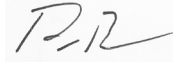
Ed Higgins
C172 First Officer Rep.



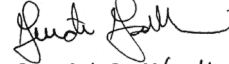
AL Merone
C005 Secretary/Treasurer



Christopher Jones
C011 Secretary/Treasurer



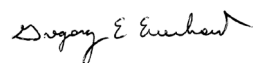
Peter Bess
C012 Secretary/Treasurer



Guido Gallucci
C033 Secretary/Treasurer




Amy Jayo
C034 Secretary/Treasurer



Greg Everhard
C057 Secretary/Treasurer



Shaun Regan
C093 Secretary/Treasurer



Rebecca Woods
C153 Secretary/Treasurer



Mark Wapenaar
C172 Secretary/Treasurer