



UPA 23

**Agreement in Principle
(AIP)**

Just the Facts
Your Choice, Your Vote



Preamble

This document highlights the AIP by subject area. It does not include every negotiated item. The document is not comprehensive of every term, phrase, or concept within the agreement. We recommend you approach this document as an Executive Summary and will be updated as necessary.

The home page (page 3) contains hyperlinked boxes to take you directly to the subject area of your choice. At the bottom of each page is a *Return to Homepage* hyperlink.

Here are the steps over the next several weeks:

- Negotiators will work over the next several weeks to convert the AIP to the final contractual language.**
- When the MEC receives the language, that document will be made available to United Pilots.**
- The MEC will have at least seven days to study the final language before they vote to accept or reject it. If the MEC accepts the final language it will become a Tentative Agreement (TA).**
- If approved, the MEC will initiate a robust educational process to provide information you need to make an informed decision.**
- All eligible United Pilots will have the opportunity to vote “In Favor” or “Against” the TA. This ensures United Pilots determine the outcome.**

QUICK REFERENCE

LINEHOLDERS

INSTRUCTOR/EVALUATOR

RESERVES

LINE CHECK PILOTS

PAY

RETIREMENT

SIGNING BONUS (RETRO)

SNAP-UP

SICK LEAVE

VACATION

LTD

MEDICAL

INSURANCE

EXPENSES

TRAINING

GRIEVANCE

STAFFING

SCOPE & CAREER SECURITY

TRIP CONSTRUCTION

MONTHLY BIDDING

COMMUTER

MOVING

GUAM FLYING

DURATION

Quick Reference

1/2

Quality of work-life and work rule improvements for all United Pilots

Industry-Leading Pay Rates

Signing Bonus (Retro) Pay back to Jan 2020

Retirement contribution increase

Improved Profit Sharing

Sick Leave and Vacation improvements

Medical Freedom Protections

Continued...

Quick Reference

2/2

This document is version 1.2 and dated July 15, 2023.

- **Please go to UPA23.com to ensure you are viewing the latest version.**

How to navigate this document:

- **The Homepage (Page 2 of this document) contains hyperlinked boxes that take you directly to a subject area of your choice.**
- **At the bottom of each page is a [Return to Homepage](#) hyperlink.**

Lineholders

1/4

Min daily average increased to 5:15 (See GUAM FLYING for limited exclusions)

NEW - Min calendar day credit of 2:30

NEW – Unaugmented long duty day Add Pay 1:1 for every minute on duty over 10 hours

**NEW - Long sit Add Pay
Lineholder no longer involuntarily assigned FSB after loss of flying**

**Premium Pay no lower than 100% between
November 15 – 30 and December 15 – January 3**

NEW - Company able to designate 25% premium pay for all trips flown in a category over a designated period of time (Example: All ORD 737 FO Trips that touch the week of the Oshkosh Airshow)

NEW - Company may designate a trip with 125% Premium Pay when awarded as a straight pick up

Improved Reserve Pool Management - delineation of silos to improve trip trading/dropping abilities

Continued...

Lineholders

2/4

NEW - 3 hours of Add Pay for Loss of flying when Pilot agrees to sit Voluntary Field Standby (Pilot must concur first)

NEW - Premium Short Call that pays 5:15 LPV and 5:15 Add Pay per day. Available for Lineholders and Reserves to pick up (see Reserve section for details)

NEW - Company now limited to 2 hours to reassign a Pilot who loses any portion of a trip other than the originating segment (currently no time limit under 20-F-2)

Company must assign replacement flying within 1 hour if loss of full Trip or originating segment of trip occurs after scheduled report time. If under significant IRROPS, assignment time increased to 3 hours after operations resumes (currently limited to 2 hours under 20-F-1-b)

NEW - Pilot option to be removed from reassignment that disrupts a day off, if the reassignment is done prior to 1400 LBT the day prior to the end of the assignment

NEW - Cannot be reassigned into a Golden Day Off (GDO)

Untriggered reassignment pay remains intact (125% Add Pay, 20-I-9)

Triggered reassignment pay (20-I-5) increased from 30 minutes to 1 hour. This pay is no longer offset or removed if returned early

Continued...

Lineholders

3/4

NEW - Overtime Pay and Day Off Restoration when Company fails to book Deadhead correctly and will result in a rescheduled Deadhead

Codified original hotel/transportation available to deviating Pilots

Positive Space travel for landings class and FFDO training now includes the ability to deviate (5-D-1)

Unaugmented duty limit further restricted from FAR 117 to 13 hrs scheduled, or FAR 117 Table B minus 30 min, whichever is less.

Separate but contiguous blocks of AV days treated as a single block for assignments

Monthly Bidding Window moved 2 days earlier

- **Bidding opens by 4th at 17:00 CT**
- **CA bidding closes 10th at 08:00 CT, FO bidding closes 11th at 08:00 CT**
- **CA awards by 13th at 23:59, FO by 15th at 23:59 CT**
- **LPA, Line Credit Ranges, and G-Line cannot be adjusted beyond 24 hours after bid opening**

Continued...

Lineholders

4/4

NEW - Overtime Pay if late for any reason (formerly 20-L-6 - Late and Day Off Pays)

- After 2 hours from original scheduled release time Pilot entitled to 1:3 rig (20 seconds per minute) until the end of originally scheduled last day of trip. Rig increases to 1:2 (30 seconds per minute) on subsequent calendar days until trip ends

NEW - Add Pay for Soft Starts or a “hard rest reset”

- FAR extension Add Pay based on original report time
- Overtime pay calculated as if additional layover occurred
- If entire crew accepts a Soft Start, then 1 hour of Add Pay in addition to extension Add Pay
- If entire crew accepts a “hard rest reset” then 2 hours of Add Pay in addition to extension Add Pay

Day off restoration improved

- All 756 disrupted days off eligible for restoration
- 787/777 first lost day off now eligible for restoration
- NEW - DH back to base on day off now subject to restoration
- Pilot option to defer restoration to following bid period
- NEW - Reserve to lineholder now eligible for restoration (*see Reserve section for details*)

Instructor / Evaluator

**Instructor Pay Cap increased to 12th year A320
Captain blended pay rate**

Evaluators paid the greater of

- Best held plus evaluator override, or
- Blended rate for qualified aircraft plus LCP override (if LCP qualified)

Instructor / Evaluator overtime premium

- 5.3 hours for the first event
- 7.95 hours for the second event
- 10.6 hours for third and subsequent events

**NEW - Instructors can fly as Captain provided
Pilot meets experience thresholds and their
seniority can hold the position**

NEW - Instructor Job Share opportunities

- Capped at 25% of Instructors

Line Check Pilots

1/2

LCP Override of 25% of 12 yr CA pay rate of highest paying aircraft in operation (currently 777/787/764); attaches when trip becomes frozen (regardless if LCP duties are conducted)

- Initially \$106.49 per hour for entire trip

Up to 60% of awarded flying days of an LCPs PBS schedule can be frozen immediately

Premium Pay LCP trips. Company may offer premium pay to perform LCP duty on a trip at the same level of premium pay being offered in the category on a different trip

NEW - Evaluators who are LCP qualified will be paid the greater of Evaluator pay or Blended rate plus LCP override for 90 hours

Continued...

NEW - Voluntary Full-Time LCP Month

- **Schedule built to 13 days off**
- **Company builds schedule; Pilot chooses a block of up to 6 days off that must be awarded**
- **Company assigns trips**
- **LCP paid 90 hours at higher rate of**
 - **best held with the Evaluator override**
 - **current rate plus the LCP override**
- **Flying picked up on days off paid above 90 hours**

Reserve Pilots

1/7

Increased Reserve days off to 13 in a 30-day bid period, and 14 days off in a 31-day bid period; for months of Jan, Feb, Mar, Apr, May, Sep, Oct, and Nov

- MPG in bid periods with extra day off: 73 hours
- MPG in other bid periods: 77:18 hours

NEW - No mandatory Field Standby assignments;
Voluntary Field Standby pays 3 hours of Add Pay

Codified no involuntary assignment before 10am on Day 1 of a reserve block, including DH and training assignments

NEW - Voluntary Pure Long Call Lines (LCR)

- Company must offer a minimum number of LCRs based on number of reserves in category
- LCR cannot be involuntarily assigned
- Cannot be assigned Short Call or Field Standby
- Pilot can pick up Short Calls and Field Standby, Add Pay applies

NEW - Voluntary Early Check Line (VEC)

- Allows Company to assign early departure trips or SC that begin before 10:00 am on first day of reserve block
- VEC cannot be involuntarily assigned
- Company must offer a minimum number of VECs in narrowbody categories
- Obligation to check schedule on last day off
- 2 hours Add Pay per reserve block plus an additional 15 minutes Add Pay per reserve day
- In PBS, Pilot can elect an additional day off, with a corresponding reduction in MPG

Reserve Pilots

2/7

NEW - Voluntary Short Call Line (VSC)

- MPG increased by 0:20 per reserve day
- Cannot be given assignment prior to 1000 of day 1
- VSC cannot be involuntarily assigned
- In PBS, Pilot can elect an additional day off, with a corresponding reduction in MPG

Long Call Reserve

- Assignments made 1200-1400, 14-hour call out (1015-1400 for LCR Pilots)
- All other times 18-hour call out for a trip, 16-hour call out for a Short Call assignment
- Release on last day prior to HDO moved up to 0600

Short Call Reserve

- NEW - Short Call matrix will be published monthly
- NEW - Cap on assigned Short Calls for traditional Reserves (not on a VEC or VSC line) = 6 (prorated based on available days)
- NEW - Short Calls built after 1400 result in 1 hour of Add Pay
- Release on last day moved earlier to 1400

NEW - Premium Short Call

- Available for both Lineholders and Reserves to pick up
- Short Call will pay 5:15 of LPV and 5:15 Add Pay per day
- If no in base Pilot picks up the Premium Short Call the company may move the Short Call to another base as a Standby Reserve Trip

Continued...

Reserve Pilots

3/7

NEW - Standby Reserve Trip

- Available for both Lineholders and Reserves to pick up
- First and last day of trip will be built deadheading (with short calls in between)
- Each day of trip will pay 5:15 of LPV and 5:15 Add Pay per day
- 12-hour reserve availability period (RAP)

NEW - Reserve-to-Reserve trade trips now allowed with Company concurrence

NEW - Reserve-to-Reserve trading of reserve days now allowed with Company concurrence and once automation is in place

Global reserve can choose to have two sets of HDOs with a six-day block of RDOs

Expanded Reserve Aggressive Pick up - Basic 6-day silo can pick up 4-day assignments that report prior to 10am

First day of reserve pre-10am incentives

- Pilot who picks up SC or FSB entitled to 1 hour of Add Pay
- VEC pilot assigned a SC entitled to 1 hour of Add Pay
- A trip picked up or assigned entitled to 2 hours of Add Pay

Continued...

Reserve Pilots

4/7

NEW - Reserves may pick up extra day of reserve when category has published line production average (LPA) above 77 hours

Strict reserve assignment ladder

- **Assignment of open events in order of departure time (FIFO)**
- **Minimum disruption is top priority**
- **NEW - Trips assigned to Pilots on Long Call, then Short Call, and last a voluntary Field Standby**
- **Among Pilots in Long/Short call, LCR first, traditional reserve second, VEC/VSC third**
- **Short Call assignments assigned first to VEC/VSC then traditional reserve and leveled between traditional reserves**
- **Before disruption:**
 - **NEW - Reserves volunteering to days rolled (5:15 Add Pay per rolled day applies)**
 - **NEW - Trip must be tagged with 50% Add Pay for PPU**

Continued...

Reserve Pilots

5/7

NEW - Reserve assignment which disrupts RDO or FDO requires Company to advertise trip with 50% PPU prior to disrupting Reserve's day off

NEW - Pilot option to be removed from reassignment that disrupts a day off, if the reassignment is done prior to 1400 LBT the day prior to the end of the assignment

Reserves transitioning to Lineholders Improvements

- **NEW** - All Reserves including those requiring disruption on days off will be assigned first, before disrupting Lineholder days off
- **NEW** - If assignment transits through Pilot's base and more than one reserve is available, Pilot can require flying removed
- **NEW** - If Pilot did not have flying removed, Pilot chooses either Day Off restoration or 5:15 Add Pay per day off disrupted

NEW - A reassigned Pilot (reserve and lineholder) arriving at their base beyond their originally scheduled release time with less than two hours prior to the departure time of the last on-line (UA/UAX) flight to their home of record airport (deviation permitted) will be provided PS travel and hotel if requested

Continued...

Reserve Pilots

6/7

NEW - Cannot be reassigned into a Golden Day Off (GDO)

All unused Short Calls adds 1 hour MPG

NEW - Add Pay of 5:15 per Reserve Rolled Day off

NEW - Requirement to document reassignments on the pairing

Pilots reassigned under Step 2 will get 1 hour Add Pay and no longer will it be offset by arriving earlier or any Overtime Pay

NEW - Reserve who has days off rolled for an assignment (both RDO and FDO), will now receive 5:15 hours of Add Pay per day rolled, including days rolled into a lineholder's days off (reserve to lineholder month transition)

Continued...

Reserve Pilots

7/7

Improved Reserve Pool Management - delineation of silos to improve RDO moves/drops

NEW - Basic FDO assignment can only be for 2-day trips. At Pilot's request, Company shall replace a Pilot as they pass through their base (in this case Pilot not eligible for day off restoration)

NEW - Eliminate FDO in Global categories

Reserve Call-out pay ("Show-No Go" pay) increased to 5 hours of LPV

NEW - Contingent Reserve Assignment - An assignment that protects a specific flight. If the inbound Pilot's connection improves, the reserve will be removed from the assignment and subject to 20-F-1 reassignment or provided "Show No Go" pay

- Reserve is limited to two involuntary Contingent Assignments in a bid period

NEW - Consolidation Line Awards

- Company discretion for new hires and first-time Captains who are awarded a reserve line and are not consolidated

NEW - Voluntary Compressed Reserve Lines - Test period to evaluate compressed lines

Pay & Pay Rates

1/5

Cumulative 34.5%-40.2% increase in pay rates over the life of agreement

Effective on the Date of Signing (DOS) United Pilots pay rates increase 13.8% to 18.7% based on aircraft type

- 777 and 787 = 14.1%
- 767-300 and 757-300 = 14.6%
- 757 and A321neo/XLR = 18.7% (now banded with 767-300)
- 737-900, Max9, and Max10 = 14.4% (new band)
- 737-800, Max8, and A320 = 13.8%
- 737-700, Max7, and A319 = 18.7% (now banded 737-800)

Post UPA23 triggered Delta Snap up, all rates increase additional 1%. United pay rates will then match Delta through 2026, when Delta's contract becomes amendable

Jan 2024 bid period 5%

Jan 2025 bid period 4%

Jan 2026 bid period 4%

Jan 2027 bid period 3%

Continued...

Pay & Pay Rates

2/5

NEW - Holiday Pay of 5:15 for trips that touch certain holidays

Reserve minimum pay guarantee (MPG) 4:17:39 per day

All unused Short Calls adds 1 hour MPG

Eliminates lineholder MPG and incorporates a 70-hour minimum protection into PTC. Removes the “upside down” and “fly for free” issues during bid periods with vacation

International Override increasing to \$7.00 for Captains and \$5.00 First Officers

Training pay and credit 5 hours per day

Distance Learning pay 1 hour : 1.5 hours duration (previously was 1:4), with a minimum of 1 hour pay

Pay & Pay Rates

3/5

Vacation pay and credit increasing - see table in Vacation section

Training pay – see Training section

Profit Sharing – changed profit sharing formula to match Delta

- **10% to 2.5B, 20% above 2.5B**
- **NEW - Eligible for retirement contributions**

LCP Override increasing to 25% of 12th year Captain pay rate of highest paying aircraft in fleet - see LCP section

Continued...

Captain Pay Rates 2023 (DOS)

4/5

Captain Rates		DOS											
		1	2	3	4	5	6	7	8	9	10	11	12
	A380	\$544.21	\$548.61	\$553.07	\$557.56	\$562.06	\$566.44	\$570.96	\$575.34	\$579.78	\$584.17	\$588.65	\$593.10
	A350	\$386.95	\$390.09	\$393.28	\$396.45	\$399.64	\$402.77	\$405.94	\$409.07	\$412.24	\$415.39	\$418.54	\$421.72
	A330	\$386.95	\$390.09	\$393.28	\$396.45	\$399.64	\$402.77	\$405.94	\$409.07	\$412.24	\$415.39	\$418.54	\$421.72
	777	\$386.95	\$390.09	\$393.28	\$396.45	\$399.64	\$402.77	\$405.94	\$409.07	\$412.24	\$415.39	\$418.54	\$421.72
	787	\$386.95	\$390.09	\$393.28	\$396.45	\$399.64	\$402.77	\$405.94	\$409.07	\$412.24	\$415.39	\$418.54	\$421.72
	767-400	\$386.95	\$390.09	\$393.28	\$396.45	\$399.64	\$402.77	\$405.94	\$409.07	\$412.24	\$415.39	\$418.54	\$421.72
	767-200/300	\$320.94	\$323.66	\$326.29	\$328.94	\$331.73	\$334.32	\$336.79	\$339.58	\$342.00	\$345.67	\$349.39	\$353.00
	757-300	\$320.94	\$323.66	\$326.29	\$328.94	\$331.73	\$334.32	\$336.79	\$339.58	\$342.00	\$345.67	\$349.39	\$353.00
	757-200	\$320.94	\$323.66	\$326.29	\$328.94	\$331.73	\$334.32	\$336.79	\$339.58	\$342.00	\$345.67	\$349.39	\$353.00
	A321neo/A321XLR	\$320.94	\$323.66	\$326.29	\$328.94	\$331.73	\$334.32	\$336.79	\$339.58	\$342.00	\$345.67	\$349.39	\$353.00
	A321	\$312.12	\$314.57	\$317.04	\$319.61	\$322.21	\$324.79	\$327.34	\$329.91	\$332.53	\$335.01	\$337.63	\$340.26
	737-Max10	\$312.12	\$314.57	\$317.04	\$319.61	\$322.21	\$324.79	\$327.34	\$329.91	\$332.53	\$335.01	\$337.63	\$340.26
	737-Max9	\$312.12	\$314.57	\$317.04	\$319.61	\$322.21	\$324.79	\$327.34	\$329.91	\$332.53	\$335.01	\$337.63	\$340.26
	737-900	\$312.12	\$314.57	\$317.04	\$319.61	\$322.21	\$324.79	\$327.34	\$329.91	\$332.53	\$335.01	\$337.63	\$340.26
	737-Max8	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	737-800	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	A320/A320neo	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	A319/A319neo	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	737-500/700	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	737-Max7	\$310.77	\$313.19	\$315.65	\$318.21	\$320.78	\$323.30	\$325.82	\$328.36	\$330.93	\$333.43	\$336.00	\$338.48
	A220-300	\$299.48	\$301.95	\$304.38	\$306.85	\$309.33	\$311.83	\$314.28	\$316.74	\$319.18	\$321.65	\$324.15	\$326.62
	A220-100	\$287.21	\$289.60	\$291.92	\$294.29	\$296.67	\$299.06	\$301.40	\$303.77	\$306.11	\$308.48	\$310.88	\$313.25
	EMB195/E190	\$234.74	\$236.49	\$238.47	\$240.41	\$242.27	\$244.22	\$246.10	\$248.02	\$249.98	\$251.88	\$253.85	\$255.73
	CRJ900	\$199.74	\$201.22	\$202.91	\$204.54	\$206.09	\$207.75	\$209.37	\$211.02	\$212.65	\$214.31	\$215.96	\$217.56

These pay rates will increase by 1% immediately after Delta exercises their Snap Up provision. After these Snap Ups complete, Delta and United Pilot pay rates will match (1% higher than this table)

Continued...

FO Pay Rates 2023 (DOS)

5/5

First Officer Rates		DOS											
		1	2	3	4	5	6	7	8	9	10	11	12
	A380	\$109.42	\$293.53	\$343.47	\$351.83	\$360.24	\$369.35	\$379.66	\$388.35	\$392.55	\$397.90	\$401.45	\$405.12
	A350	\$109.42	\$208.72	\$244.24	\$250.16	\$256.13	\$262.62	\$269.92	\$276.11	\$279.12	\$282.91	\$285.45	\$288.07
	A330	\$109.42	\$208.72	\$244.24	\$250.16	\$256.13	\$262.62	\$269.92	\$276.11	\$279.12	\$282.91	\$285.45	\$288.07
	777	\$109.42	\$208.72	\$244.24	\$250.16	\$256.13	\$262.62	\$269.92	\$276.11	\$279.12	\$282.91	\$285.45	\$288.07
	787	\$109.42	\$208.72	\$244.24	\$250.16	\$256.13	\$262.62	\$269.92	\$276.11	\$279.12	\$282.91	\$285.45	\$288.07
	767-400	\$109.42	\$208.72	\$244.24	\$250.16	\$256.13	\$262.62	\$269.92	\$276.11	\$279.12	\$282.91	\$285.45	\$288.07
	767-200/300	\$109.42	\$173.15	\$202.63	\$207.57	\$212.65	\$217.97	\$223.98	\$229.23	\$231.55	\$235.40	\$238.29	\$241.10
	757-300	\$109.42	\$173.15	\$202.63	\$207.57	\$212.65	\$217.97	\$223.98	\$229.23	\$231.55	\$235.40	\$238.29	\$241.10
	757-200	\$109.42	\$173.15	\$202.63	\$207.57	\$212.65	\$217.97	\$223.98	\$229.23	\$231.55	\$235.40	\$238.29	\$241.10
	A321neo/A321XLR	\$109.42	\$173.15	\$202.63	\$207.57	\$212.65	\$217.97	\$223.98	\$229.23	\$231.55	\$235.40	\$238.29	\$241.10
	A321	\$109.42	\$168.27	\$196.90	\$201.67	\$206.51	\$211.77	\$217.70	\$222.72	\$225.11	\$228.17	\$230.26	\$232.40
	737-Max10	\$109.42	\$168.27	\$196.90	\$201.67	\$206.51	\$211.77	\$217.70	\$222.72	\$225.11	\$228.17	\$230.26	\$232.40
	737-Max9	\$109.42	\$168.27	\$196.90	\$201.67	\$206.51	\$211.77	\$217.70	\$222.72	\$225.11	\$228.17	\$230.26	\$232.40
	737-900	\$109.42	\$168.27	\$196.90	\$201.67	\$206.51	\$211.77	\$217.70	\$222.72	\$225.11	\$228.17	\$230.26	\$232.40
	737-Max8	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	737-800	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	A320/A320neo	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	A319/A319neo	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	737-500/700	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	737-Max7	\$109.42	\$167.57	\$196.03	\$200.80	\$205.63	\$210.77	\$216.65	\$221.65	\$224.02	\$227.05	\$229.14	\$231.19
	A220-300	\$109.42	\$161.55	\$189.04	\$193.62	\$198.28	\$203.29	\$208.98	\$213.80	\$216.11	\$219.07	\$221.08	\$223.09
	A220-100	\$109.42	\$154.93	\$181.30	\$185.68	\$190.15	\$194.97	\$200.42	\$205.04	\$207.25	\$210.09	\$212.02	\$213.95
	EMB195/E190	\$109.42	\$126.54	\$148.09	\$151.69	\$155.31	\$159.24	\$163.65	\$167.43	\$169.23	\$171.54	\$173.13	\$174.68
	CRJ900	\$109.42	\$109.42	\$125.98	\$129.04	\$132.11	\$135.45	\$139.23	\$142.44	\$143.96	\$145.92	\$147.30	\$148.57

These pay rates will increase by 1% immediately after Delta exercises their Snap Up provision. After these Snap Ups complete, Delta and United Pilot pay rates will match (1% higher than this table)

Retirement

Increases to 17% in the January 2024 bid period

Increases to 18% in the January 2026 bid period

NEW - Vacation forfeitures are eligible for Retirement contributions

NEW - Modify PRAP plan documents to allow for withdrawals at 59 ½ years of age

NEW - Establish new Market-Based Cash Balance Plan (MBCBP). IRS permitting, Pilots will make yearly choice to spill excess PRAP contributions into new MBCBP, or continue spilling excess into RHA/HRA

Signing Bonus (Retro)

\$1.2B Recapture of Lost Pay

- **4% of 2020 earnings**
- **4% of 2021 earnings**
- **14% of 2022 earnings**
- **14% of earnings from Jan 2023 to DOS**
 - **2023 Signing Bonus (Retro) eligible for retirement contributions**
 - **2023 Signing Bonus (Retro) amount included in earnings for calculation of 2023 profit sharing (paid in 2024)**
- **Applicable to retirees with eligible earnings (excludes PVSL payments)**

Snap-Up

NEW - Additional 1% increase after DOS to match Delta snap up (1% above United)

NEW - If Delta receives a snap up triggered by American, United Pilots receive the same increase

Sick Leave

1/3

Increased monthly Sick Leave accrual to 6 hours

NEW - Extended Sick Bank (ESB)

- Available for use when sick bank exhausted
- Bridge to cover waiting period to LTD
- Provide additional income while on LTD (Plus up)
- ESB - explained on next page

NEW - Kin Care for all Pilots - ability to use up to 30 hours of sick leave per year to care for a dependent, subject to verification

Rapid Accrual trigger reduced to 170 hours of Sick Leave used

Sick Leave restoration (make-up) can now occur in the same or subsequent bid period, with Company concurrence on an hour-by-hour basis

Use of Sick Leave cannot take you above 95 hours of pay for a bid period (only paid sick hours will be deducted from bank)

Continued...

Sick Leave

2/3

NEW - Extended Sick Bank (ESB)

Establishes new ESB for use after a Pilot's traditional sick bank is exhausted

All current and future Pilots granted 120 ESB hours at DOS

- **ESB Accrual – 4 hours per month in months that a Pilot accrues sick time up to 180 hours**
- **Once reaching the accrual cap, pilots earn credit towards reducing a future LTD waiting period, if needed**
- **Per incident cap at 180 hours, no limit on number of incidents below 180 hours**
- **Lifetime max of 540 hours**

Available for use when sick bank exhausted, except first 15 hours

Pilot can utilize as a bridge to LTD, except first 15 hours. Can also be used as a Plus-up of 15 hours per month while on LTD (for up to 12 months)

Pilot must provide documentation from a relevant medical provider identifying the medical condition and its expected duration to Corporate Medical, in order to draw from the ESB

Sick Leave

3/3

A Reserve that voluntarily preassigns sick within a block of reserve days, the Company can elect to place the Pilot on sick leave for the remainder of the reserve block

A Global Reserve Pilot may declare themselves unavailable on an RDO for a medical appointment up to four times in a rolling 12 months

Elimination of Doctor's note that is currently needed in today's UPA for LPV above 92 hours for line holders and above MPG for Reserves

Pay protection when directed to stay home by the Company when otherwise fit for duty

Rapid sick accrual for OJI events that exceed 40 hours

Vacation

1/2

Vacation pay and monthly schedule credit

Vacation Year	Daily Pay	Daily Credit
2023-2024	3:45	3:15
2024-2025	4:15	3:45
2025-2026	4:15	4:15

Compensation for 2023-2024 awarded vacation days taken prior to DOS

Starting with vacation year 2024-2025, removes lineholder MPG and adds PTC protection for lines built below 70 hours

NEW - Removes the “fly for free” during bid periods with vacation

NEW - Ability to bid for a minimum time between annual vacation awards

NEW - Pilots who change categories can elect to keep one awarded vacation period of up to 14 days in length

Continued...

Vacation

2/2

NEW - First-time Captain vacancy award the Pilot can elect to keep two awarded vacation periods of up to 14 days in length

NEW - If the Company is unable to return a Pilot to base prior to the start of vacation, the Pilot can submit for reimbursement of up to \$1,500 in unrecovered vacation expenses

NEW - Vacation forfeitures eligible for Retirement contributions

Long Term Disability (LTD)

Pilot cost share reduced from 35% to 25%

Max benefit initially increased to \$13,657

- Indexed to future pay raises
- Non-taxed

If using ESB for Plus-up an additional 15 hours of pay (e.g. for a 787 CA \$6,389)

- Eligible for retirement contributions in 401(k)
- Taxable earnings

Waiting period reduced from 90 days to 60 days

NEW - Eliminate LTD offsets (except for UAL employment)

NEW - Retirement contributions

- Full retirement contributions based on pre-disability income
- Contributions account for any Retirement amounts from ESB
- Contributions will be made to MBCBP

Eliminate exclusion for preexisting conditions for new hires and Pilots who opt-in

Medical

1/2

NEW - Company prohibited from requiring any vaccine or medical procedure beyond the requirements for an FAA medical including Special Issuance

NEW - No requirement to share medical information beyond records to demonstrate compliance with FAA medical requirements, except as required elsewhere in Agreement

NEW - Company paid maternity leave of eight weeks, also eligible for parental leave

NEW - Company paid parental leave of two weeks, plus two additional unpaid weeks

Continued...

No restrictions in PBS solution due to vaccine status

NEW - Drop and block for destinations where a Pilot is unable to fly due to operational impact or government restrictions

- Pilots will have ability to trade away from restricted destinations prior to any loss of pay
- If Pilots are still scheduled for the trip within 14 days of departure the trip will be dropped without pay and schedule blocked on those days

Duty period extended 30 minutes for drug and/or alcohol testing

Medical reimbursement

- NEW - FAA Medical \$100
- \$75 per EKG

Insurance

NEW - LTD plan to pay for all procedures needed to attain or maintain FAA medical not covered by Medical plan

NEW - Cap RHA spillage due to 401(a)(17) at \$10,000, above that amount paid as cash. Only applies until Market-Based Cash Balance Plan (MBCBP) is started

Increase company-paid life Insurance benefit to Pilot's hourly rate x 2,052

HIMS benefit increased to 24 months

NEW - Pilots can retire from a Personal Leave and still qualify for Retiree Medical

Spousal recertification no more than every five years

Expenses

Per Diem Increased

- CONUS and Alaska
 - 2023 - \$2.85
 - 2024 - \$2.90
- All other locations (adds Canada)
 - 2023 - \$3.40
 - 2024 - \$3.45
- Both rates increase 2.5% for each subsequent year starting 2025

For trips not departing from primary base airport (cross-town), the hourly rate increases to \$30

- Adds TPA and DCA

NEW - Company reimbursement for a second passport and pay protection for visa processing delays

Non-provided Company parking stipend increased to \$60 a month

Training

Training less than 5 days in length

- 2023 pay and credit – 4:15 hours per day
- 2024 pay and credit – 5 hours per day

Training 5 days or greater in length – pay and credit 3:07 hours per day

Distance Learning pay 1 hour : 1.5 hours duration (previously was 1:4), with a minimum of 1 hour pay

NEW - Add Pay if recurrent training is delayed past the original footprint

- 2 hours for delays on the same day
- 4 hours if rescheduled into a day off

NEW - Pilots allowed to bid for pre-built long training footprints

NEW - Training requirement for all first-time Captains given a full course

NEW - Prohibition of two new hires paired together in initial training

Grievance

NEW - Pilot brought in for a Disciplinary Interview on a day off provided 3 hours Add Pay

NEW - Video conferencing available at pilot option for Disciplinary Interview / Meeting

NEW - Pilot who consents to video conferencing provided 1 hour Add Pay

Staffing

1/2

NEW - Pilot taking a first-time Captain vacancy entitled to a paid move

NEW - First time Captain can exchange a paid move for 12 months of Positive Space travel

Tightened minimum crew language that two Pilots from the United Pilot Seniority List must be on the aircraft flight deck

Unaugmented duty limit further restricted from FAR 117 to 13 hrs scheduled, or table minus 30 min, whichever is less

Freeze start dates begin on date of vacancy award

Pilot becomes activated at the completion of LOE

NEW - Base trade restrictions to protect seniority

Continued...

Captain Vacancies

United Pilot can bid Captain as long as they meet the FAR minimum requirements for upgrade.

Cannot train until they meet the following further requirements:

- 500 hours in United aircraft and off probation, or
- NEW - 350 hours in type at United with additional training and check ride requirements, including 100 hours of OE
- NEW - Unfilled Captain vacancies may be offered to new hire pilots meeting the qualifications
- Tied to UPA 23 implementation items

An unfilled Captain vacancy filled by a new hire will continue to be offered in subsequent vacancy bids until the new hire is scheduled for Captain Upgrade training

Scope and Career Security

No changes to Express and Joint Ventures

No relaxation of Scope limitations

All Pilots will be given a minimum of 90 days notice prior to a furlough.

If any Pilot on the seniority list as of the date of signing (DOS) is furloughed, the Company must remove six seats from the 76-seat regional jets (RJs)

Trip Construction

1/2

NEW - Trips construction shall not have more duty periods than the number of days in the trip

Increased limitations ANF Trip Construction

- **Expanded ANF window of 01:15-04:44**
- **16:45 free from duty before an ANF**
- **Duty period limitation if layover less than 16 hours following an ANF**
- **NEW - Basic trips limited to one ANF, unless no non-ANF flights exist in the market**

NEW - Basic Trip Mix (737/320)

- **Minimum of 15% 1-day (10% in Jun/Jul/Aug)**
- **Minimum of 15% 2-day (10% in Jun/Jul/Aug)**
- **Maximum of 50% 4-day (45% in Jun/Jul/Aug)**

Continued...

Trip Construction

2/2

Min daily average increased to 5:15

NEW - Min calendar day credit of 2:30

NEW – Unaugmented long duty day Add Pay 1:1 for every minute on duty over 10 hours

NEW - Add Pay for long sits scheduled over 2 hours

- **DOS – 20 seconds per minute (1:3)**
- **2024 – 30 seconds per minute (1:2)**

NEW - Lineholder can no longer involuntarily assigned FSB after loss of flying

Monthly Bidding

Monthly Bidding Window moved two days earlier

- Bidding opens by 4th at 17:00
- CA bidding closes 10th at 08:00, FO bidding closes 11th at 08:00
- CA awards by 13th at 23:59, FO awards by 15th at 23:59

NEW - LPA, Line Credit Ranges, and G-Line cannot be adjusted beyond 24 hours after bid opening

Commuter

NEW - If a Pilot purchases a ticket or is on a Positive Space pass booked 12 hours prior to scheduled report time and is scheduled to arrive at least 90 minutes prior to report time, then a backup flight is not required

NEW - Reserve in the first 2.5 hours of Short Call not required to be Phone Available if the Pilot informs Crew Scheduling of the flight that will put them in position for the earliest possible report time during the Short Call period

New aircraft from the manufacturer must have a second jumpseat installed, or a seat in the cabin will be reserved for a second United Pilot jumpseater

Moving

NEW - Pilots taking a first-time Captain vacancy are entitled to a paid move

NEW - In lieu of scheduled Transfer days, Company may offer on a fleet-by-fleet basis 5 hours of Add Pay per day

Miscellaneous moving allowance increased to \$6,000

Guam Flying

Foreign base allowance \$3,500, no Guam home of record required

NEW - Losses/damage shipping via United COMAT shall be reimbursed until Company finds an insurance company

NEW - Trips construction shall not have more duty periods than the number of days in the trip

Minimum pay 7:45 for any single-duty trip spanning two calendar days, 5:15 minimum pay per day for all other trips

NEW - If fewer than two AMEs in Guam, Positive Space roundtrip to Manila, Tokyo, or Honolulu for FAA medical

Pilots can travel +/- 15 days to/from mainland for training

Island Hopper reassignments limited to 48 hours after the original release

Recurrent Training Day Off Proration eliminated

Duration

Four years

**Amendable Date
September 30, 2027**

**Openers
January 3, 2027**