



July 27, 2026

Last week, the Teamsters Airline Division and your negotiating committee met with United Airlines with the goal of reviewing and voting on the company's latest comprehensive offer. Following a thorough review and discussion of remaining outstanding items, the full committee voted to advance the proposal as an agreement in principle (AIP) for membership consideration.

We would like to provide some additional context on how the review process worked. The first day consisted of a detailed analysis by a smaller committee, which examined the proposal article by article and identified several items that required clarification or additional discussion. Those issues were addressed the following day when the full committee reconvened to review the proposal, discuss the remaining items, ask questions, and evaluate the company's final package before determining how to proceed. It was made clear prior to this two-day session that no new proposals or fundamental changes to the company's offer would be discussed and that this meeting was for general review only.

A key issue throughout the final stages of bargaining was the proposed signing bonus. When United first introduced the bonus in June, it was offered at a lower amount and included multiple conditions that the committee unanimously rejected. Last week, the company returned with an increased signing bonus totaling \$54 million to be shared across the membership, but it remained conditional on some adjustments to one of the medical plans, which was again rejected by the committee. The company later reintroduced the same \$54 million signing bonus without any conditions as part of its comprehensive offer. After further discussion, a majority of the combined rank-and-file members and business agents agreed that it would not be beneficial to members to leave that money on the table.

The most important part of this process for the full committee is deciding when negotiations have reached their conclusion. Determining when bargaining has achieved the best possible outcome and when the final decision should be placed in the hands of the membership is not a decision taken lightly. After extensive discussion and careful consideration of the company's final offer, the full committee determined that the proposal should be presented to the membership as an AIP.

The AIP secures priorities that members identified at the very beginning of negotiations and delivers meaningful improvements throughout the duration of the four-year contract. Our next step is to finalize the AIP and turn it into a tentative agreement (TA), which will be shared with the full membership ahead of a ratification vote, along with information detailing the

improvements to the agreement. United is currently preparing the final documents and is expected to provide them to the union by August 10 for final review. Once that process is complete, the TA will be promptly distributed to members, and the voting timeline will be announced.

To help members better understand the ratification process and evaluate the proposed agreement, the union will hold several virtual training sessions this week covering the Railway Labor Act (RLA) bargaining process. Emails containing information and links to the training sessions have already been sent to members. We strongly encourage all members to attend one of these sessions, as understanding the RLA and the bargaining process is an important part of making an informed decision during ratification.

We remain committed to keeping you informed throughout the remainder of this process and will continue to provide updates.

Finally, we want to recognize the extraordinary dedication of your negotiating committee. Throughout this process, committee members have spent countless hours away from their families and jobs to carefully review proposals, work through complex issues, and advocate for the interests of every Teamster at United Airlines. We are deeply grateful for their commitment to representing this membership.