

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

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April 20, 2010

Mr. Jeff Smisek, CEO and President
Continental Airlines
1600 Smith Street, HQSLR
Houston, Texas 77002

Dear Mr. Smisek:

I am writing you today to express the concerns held by both myself and my membership that work for you at Continental.

It goes without saying that the stresses created on the airline industry in recent years and the current economic climate have been difficult. Some within the industry have used the situation to increase economic pressures on labor. In Continental's case, an agreement was crafted that offered relief to help the airline through the crisis, with the expected anticipation of the return of those concessions at a later date.

If we are to continue to work towards solutions that benefit both management and labor, we must honor the commitments we have made in the past. The realities of the recent economic crisis and the reality that others will occur in the future, demand nothing less. While the potential for additional downward pressures created by a recovering but still unstable worldwide economy remain, the realities of the agreement between Continental and the International Brotherhood of Teamsters remain unchanged.

The Teamster members at Continental have always done their jobs above and beyond the call, to ensure the integrity of the Continental fleet. They, as I, are proud of the work they do. Yet, despite their commitment to quality and the agreement with Continental management, the membership does not believe that a serious commitment by Continental to negotiate a new agreement exists. As General President, my responsibility is to constantly evaluate of how we conduct our business and negotiations. In reviewing the current situation at Continental, I find the membership is correct and I share their assessment.

Our members are currently working at 2003 pay levels. This is simply unacceptable. Given the level of work and the economic pressures created on these hard working employees and their families, it is unconscionable to pay them 2003 wages in 2010.

Within the Teamsters and especially within the Airline Division, great strides have been made in developing better ways of working with management to ensure that they understand the value of labor in terms of being a critical partner in the success of a company. It is incumbent on each of us to focus our energies and ensure job security for the members we represent and the

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Companies they work for. This is not however, a one way street. If Continental expects our members to continue to produce quality work that allows them to compete against their competitors, Continental must end the posturing and delays that are extending the negotiations unnecessarily.

Mr. Smisek, you have the ability to direct your negotiators to immediately end the posturing and conclude an honest agreement. Our Teamster members helped make Continental a survivor when it needed help. It is time that Continental bargains fairly and promptly, recognizing the past economic sacrifices that were given and bring our members wages and benefits up to 2010 standards. They deserve nothing less.

Sincerely,

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style with a large initial "J".

James P. Hoffa
General President

JPH:db