

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

202.624.6800
www.teamster.org

April 28, 2010

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

Dear Mr. Smisek:

The announcement by Continental of the plan to layoff 150 valued employees; many of which have years of service with Continental, presents serious concerns in light of the recent election by your employees to be represented by the Airline Division of the International Brotherhood of Teamsters.

Your stated reason; that it is a "cost cutting measure" is not borne out with serious, long term cost savings in this matter for Continental. It is our belief that your decision was, in fact, to send a clear message to your employees whom had just exercised their legal rights to have union representation. Your message was clear; that you could unilaterally dictate the terms of their employment – or even whether they remain employed at all -- until a contract was in place. This message has been reinforced by the company's unilateral changes to significant terms and conditions of employment (such as overtime and transfer policies) and its sudden, strict enforcement of rules that had previously not been enforced.

If your true intent is to attain cost savings, then I would like to extend a hand and offer my assistance and that of the Teamsters Airline Division to work with you and find equivalent, meaningful, long term cost savings for Continental that will help you achieve long term cost savings while improving long term profitability, while retaining these valuable employees. I firmly believe this can be accomplished and commit to you the talent and resources of this Division to help you accomplish this goal.

Mr. Smisek, these employees are more than mere numbers and unseen faces, they represent the embodiment of over 7,000 hard working Continental employees who have families and live in communities served by Continental. Names and faces that, when shown this type of action directed at their fellow employees, causes them to question why they should show the loyalty or put out the effort and dedication they have to Continental in the past. We have all seen the effect of that in other industries and airlines as well.

Additionally, with the potential merger of United and Continental, such a decision should be put in abeyance until more is known about the transaction. Clearly, this move is not one that will

DAVID P. BOURNE, Director, Airline Division
25 Louisiana Avenue, NW, Washington, DC 20001 • phone (202) 624-6848 fax (202) 624-7494

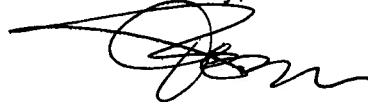


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have a decisive impact on the potential outcome of the merger decision. It will, however, have a decisive and devastating impact on these employees and their families.

In closing, I hope that you will consider the people that are being harmed here. I hope you will reconsider your decision and table this action until decisions are made concerning the potential merger, and join together with us to find mutual ways of addressing the challenges that face us.

Sincerely,

A handwritten signature in black ink, appearing to read 'David P. Boume', with a large, stylized initial 'D'.

David P. Boume, Director
Teamsters Airline Division