

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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## MEMORANDUM

**TO:** Presidents of Continental Airlines Fleet Service Locals  
**FROM:** David P. Bourne, Director- IBT Airline Division  
**RE:** Continental Airlines Cargo and EWR Bag Room Work  
**DATE:** October 29, 2010

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This memorandum addresses concerns about outsourcing that I have often heard expressed, both from the presidents of our Continental Airlines locals and from Continental Airlines Fleet Service workers themselves. The concerns center on what Continental/United plans to do with CAL Cargo and EWR Bag Room work. Currently, United Airlines contracts out its cargo work. There have been a number of rumors concerning a vendor bidding on the EWR Bag Room work. Our officers and members are reasonably concerned that following the merger, or before, United/Continental may choose to eliminate this work.

I have addressed these questions directly with Doug McKeen, United's Senior Vice President-Labor Relations, who has recently become responsible for overseeing all of United/Continental's Fleet Service craft, as well as of United/Continental's ground service operations. He has assured me that United/Continental has no current plans to outsource or otherwise eliminate the work in these areas currently being performed by our members. I have consistently found Doug to be a good partner in building a cooperative relationship, based on respect, between management and labor, and his word provides us with a strong assurance as to United/Continental's current plans in this area.

Nonetheless, the IBT will seek the strongest possible scope and anti-furlough protections for our members at the combined United/Continental, and will work hard to protect our members' jobs as much as possible in the months and years ahead. The IBT has waged a multi-faceted campaign to protect our members jobs and will continue to do so. In addition, we will continue to remain in close contact with the new management team at its highest levels as we move into the amalgamation process.

Please feel free to circulate this memo to your membership, and I welcome your input on this and any other issue of concern to our membership.

Thanks, as always, for your support and solidarity.

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