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September 20, 2021

Scott Kirby
CEO, United Airlines, Inc.
233 S. Wacker Drive
Chicago, IL 60606

Dear Mr. Kirby,

On behalf of 75 million Americans, who believe their health care decisions should not be dictated by a government or employer, we are writing to you to highlight your failure to appreciate the complementary, but distinct, roles of government and businesses in a constitutional republic that prizes the pursuit of happiness for individuals.

Companies should be rewarded or penalized based solely on the quality of goods and services they provide. Government, on the other hand, is empowered to protect the rights of individuals, but not to reward and punish companies based on the political beliefs of those serving the needs of consumers. As a result of this free market system, U.S. companies have been the envy of the world. They have created jobs, added value, and accelerated wealth accumulation across the globe. **Our system has proven to be the greatest antidote to poverty the world has ever seen.**

United Airlines' ham-handed and broad financial prosecution of its own employees, who have already had COVID or do not want to take the vaccine for religious or personal health decisions like fertility, plays right into the hands of those who would try to nationalize airline companies and move away from a democratic, representative government. As yours is one of the most highly regulated businesses, it appears that fear of more severe regulations from the Biden administration drove you to impose an abusive policy on your employees. In so doing, you rejected the tenets that have helped you grow, merge, and prosper.

If your desire is truly to keep your employees and customers safe, you would not impose these draconian measures but would implement creative, science-based solutions that would benefit

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all. Instead, your harsh policy essentially terminates employees who fail to submit to your blanket COVID-19 vaccine mandate.

With more than 41 million *documented* cases of COVID-19 in the U.S., simple math shows that a good percentage of United Airlines' employees have already contracted the virus and developed a natural immunity. Under your policy, and in compliance with an unlawful mandate from the Biden administration, these employees will have to follow the medical edicts of non-medical "authorities" in order to put food on their tables.

Equally offensive is your discrimination against those employees who cite religion as a basis for remaining unvaccinated. Requests for a medical exemption will be reviewed by *medical staffers*, and if the request is approved, the employee will be placed on medical leave. But employees asking for a religious exemption will be subjected to a determination by "*personnel office employees*," not clergy, and even if they meet a seemingly arbitrary standard, they will be placed on unpaid leave for an indefinite period.

Everyone will simply be terminated, and American taxpayers will have to pick up the tab.

You can do better than this. If United Airlines caves so easily to the unlawful whims of the Biden administration, it will just be a matter of time before the regulatory state assumes you will swallow more.

CPAC urges you to reconsider your vaccine policy, develop a more humane method of ensuring a safe environment for your employees and customers, and protect the great American tradition of free enterprise. Understand that we will not stand idly by if you continue to act in this manner. We will fight on behalf of all Americans who face hostile political work environments. If United continues this posture, look to CPAC to aggressively oppose your legislative efforts in DC and across America. If you continue to divide Americans we will oppose your policy goals with hostility, including all federal COVID-related aid. We will fight every day to protect each American's right to freedom of choice in their own health care.

Sincerely,

The Conservative Political Action Coalition