



December 20, 2021

Board of Directors
United Airlines Holdings, Inc.
c/o the Corporate Secretary's Office
Willis Tower, 233 S. Wacker
Chicago, IL 60606

Dear Board Members:

We are women pilots of United Airlines fighting for our medical autonomy and religious liberties. We are the Captains, First Officers, veterans, moms, wives, check airmen, instructors, mentors, and leaders who worked on the front lines of the pandemic to save our beloved company. After which, we went home to laundry and car lines. We are entrepreneurs who run our own businesses, college professors who teach the next generation of United employees, leaders in our communities, shareholders, and the wives of many other United employees. Most importantly, we are professional aviators and proud United pilots.

Astonishingly, two and a half months ago, we were told, after a cumulative total of 548 years of United flight deck experience, that we were no longer safe to do our jobs. We were told we were no longer of any value to United Airlines because we merely wanted to exercise our rights codified in the Americans with Disabilities Act and Title VII of the 1964 Civil Rights Act to request reasonable accommodations in lieu of Scott Kirby's vaccine mandate. In other words, we want to make our own medical choices and pray to the God of our choice, the basis on which our nation was founded and many of us were willing to give our lives to defend.

When CEO Kirby mandated the unreasonable accommodation of indefinite unpaid leave as our only option, we stood together against what we believe is unreasonable, discriminatory, and retaliatory. In fact, Mr. Kirby's disdain for people of faith was clearly displayed at the [August 25, 2021, Flight Operations meeting](#) where he chastised us and implied we were liars. Hearing the callousness in his voice was shocking and hurtful.

Because you are fiduciaries for the shareholders of United Airlines, we believe it is our duty to bring to your attention matters which directly affect our investors. The egregious discrimination by CEO Kirby is being addressed in the litigation brought by us and 2000+ of our co-workers (of which at least 333 are fellow pilots, no matter what CEO Kirby publicly claims.)

In fact, [Judge Mark Pittman declared](#) "To be sure, the Court is disturbed by United's seemingly calloused approach to its employees' deeply personal concerns with injecting a foreign substance into their bodies...United's mandate thus reflects an apathy, if not antipathy, for many of its employees' concerns and a dearth of toleration for those expressing diversity of thought." It is time the Board of Directors takes steps to protect the interests of the shareholders as the cost of this needless litigation is mounting.

We must also address the pilot shortage with regards to women and offer a solution. United has long prided itself on being a champion of women pilots and women's issues. On December 15, 2021, at the [US Senate Commerce Committee hearing](#), CEO Kirby touted United's push to increase the number of female pilots over the coming years through its Aviate program. Why wait two to three years for those ladies to complete training? You already have skilled and experienced female aviators who are able to work. We are twenty-

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"If not me, then who? If not now, then when?"

seven of United's most qualified and able-bodied pilots. Even though we were tossed to the curb by Scott Kirby because of our faith, we are ready to go to work.

It is time for Mr. Kirby to stop claiming that he instituted his vaccine mandate for safety reasons. We have all seen the DARPA studies and the public pronouncements regarding the infinitesimally small chance, [less than .003%](#), of catching covid on one of our airplanes. As moms, we hold our children accountable for telling lies. Who is holding our CEO accountable? Even Judge Pittman saw through the CEO's claims stating, "United's subsequent actions in "accommodating" these employees suggest that United's actions may not have been motivated by safety concerns. Instead, United's actions may be viewed as merely pretextual. "

It is a long-standing tradition in this country that we be allowed autonomy over our bodies. In other words, "my body, my choice." Why does Scott Kirby get to tell us what to do with our bodies? Is this not the very foundation of the women's movement? At the same time, United has reached an unprecedented 99.7% vaccination rate. We understand the risks, and we are glad our co-workers have chosen to protect themselves. Our competitors--Delta, Southwest, and American--have implemented best practices by utilizing testing and stating publicly that they will not place any worker seeking an accommodation on unpaid leave. Are they less safe?

Let's face it. CEO Kirby's marketing scheme would have worked had we ladies not pushed back, organizing to help those who lack a voice or the opportunity to lead. We also pushed back for our children's futures. None of us want to imagine a world overrun with dictatorial CEOs running rough-shod over our medical and religious liberties, couched in false safety claims. If we cede our rights now, what world are we leaving for our children? If we betray our faith, what world are we entering?

In the end, our faith and our medical autonomy are bigger than any marketing ploy. At a corporation who so boldly declares Diversity, Equity, and Inclusion, where do we fit? Are the faithful not diverse, equitable, or to be included? We implore you to direct CEO Kirby to honor the law and return us to work. Unpaid leave is not reasonable nor is it an accommodation. We have included a link to the [photo montage](#) created by our co-workers across all departments who wish you a joyous Christmas.

Most Sincerely,

Captain Laura Cox (32 yrs)
First Officer Stephanie Atteberry (16 yrs)
First Officer Christine Barlow (26 yrs)
First Officer Andrea Berrett (33 yrs)
First Officer Tammy Chebny (6 yrs)
Captain Julie Clarke (16 yrs)
Captain Amber Davis (8 yrs)
Captain Lucinda Giertz, USN, Ret. (27 yrs)
First Officer Marie Gorham (25 yrs)
First Officer Rebecca Griswold (32 yrs)
Captain Sue Guletsky (32 yrs)
First Officer Cherie Hearn, Instructor (21 yrs)
Captain Leslie Hobek (Ret. 21 yrs)
Captain Gail Keys (32 yrs)

Captain Sherry Walker (24 yrs)
Captain Kathryn Klineman (22 yrs)
Captain Rebecca Lewis (5 yrs)
Captain Denise McDonald (36 yrs)
First Officer Rosely Netrefa (9 yrs)
Captain Cathryn Peterson, USAF (29 yrs)
Captain Tracey Rizzuto (32 yrs)
First Officer Cea Rowe (6 yrs)
First Officer Lindsay Sorg (6 yrs)
First Officer Christa Strang (5 yrs)
First Officer Courtney Tatum (7 yrs)
Captain April Nervig-Willis (33 yrs)
First Officer Jamie Wright, USCG (7 yrs)

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