



Kesluk, Silverstein,
Jacob & Morrison
ATTORNEYS AT LAW

BRIAN S. KESLUK
DOUGLAS N. SILVERSTEIN
MICHAEL G. JACOB
LAUREN MORRISON
CATHERINE J. ROLAND
NIKI AKHAVEISSY

Doug Silverstein, Esq.
dsilverstein@californialaborlawattorney.com

March 24, 2026

Via Online Submission

California Labor & Workforce Development Agency
800 Capitol Mall, Suite 5000 MIC-55
Sacramento, CA 95814

**Re: Labor Code Sec. 2699 Notice
Andrew Schweitzer v. United Airlines, Inc.**

Dear Sir or Madame:

Pursuant to Labor Code Sec. 2699.3(a)(1), Andrew Schweitzer (“Plaintiff” or “Mr. Schweitzer”) hereby gives written notice of his intent to file a Labor Code Sec. 2699 claim against United Airlines, Inc. (“United” or, collectively with all Defendants, “Defendants”). Mr. Schweitzer intends to bring this claim as a representative action on behalf of himself and all similarly situated employees in the State of California. This notice is being provided to the California Labor & Workforce Development Agency via online submission and the Company via certified mail.

Plaintiff was employed by United as a First Officer pilot beginning in or about May 2022. He was based in Los Angeles, California throughout his employment. On or about September 10, 2025, while off duty and on a layover during an assigned trip, Plaintiff engaged in a private conversation with friends in an invitation-only Discord group. The discussion concerned a widely reported political event. During the course of that private exchange, Plaintiff made comments expressing his personal political views. Without Plaintiff’s knowledge or permission, screenshots of portions of that private conversation were disseminated publicly on social media, along with identifying information tying Plaintiff to his employment with United. The posts gained public attention. On or about September 11, 2025, Plaintiff was removed from service pending investigation. Following an expedited disciplinary process conducted on the minimum contractually allowable timeline, Plaintiff’s employment was terminated effective October 2025. Prior to his termination, Plaintiff had also been serving in a union representative role. During the investigation process, Plaintiff was questioned regarding his personal political views and whether individuals with differing political beliefs would feel comfortable flying with him. Plaintiff’s termination occurred within days of the public dissemination of his private political speech. Defendants cited his off-duty comments as the basis for discharge.

Defendants violated Labor Code §§ 98.6 and 96(k) by discharging Plaintiff for engaging in lawful off-duty conduct and for exercising rights protected by California law. Specifically, Plaintiff engaged in lawful off-duty political speech in a private setting, which was unrelated to his job duties. Defendants nevertheless subjected Plaintiff to investigation, discipline, and termination based on that lawful off-duty conduct. Defendants' actions constitute retaliation and discrimination against employees for engaging in conduct protected under Labor Code § 96(k), including lawful conduct occurring during nonworking hours away from the employer's premises. Defendants have maintained policies, practices, and/or customs of disciplining and terminating employees for lawful off-duty conduct, thereby violating Labor Code § 98.6. Plaintiff is informed and believes, and thereon alleges, that other aggrieved employees were similarly subjected to adverse employment actions for engaging in lawful off-duty conduct, including speech and expression of personal beliefs, in violation of Labor Code §§ 96(k) and 98.6.

Defendants violated Labor Code § 1101 by adopting, enforcing, and maintaining policies, practices, and/or customs that control or direct the political activities and affiliations of employees. Defendants disciplined and terminated Plaintiff based on his expression of political views in a private, off-duty setting. Defendants' actions demonstrate the existence of policies or practices that prohibit or restrict employees from engaging in political activity or expressing political beliefs, even when such activity occurs outside of work and does not interfere with job performance. Plaintiff is informed and believes, and thereon alleges, that Defendants have engaged in a pattern and practice of controlling or directing the political activities of employees, including through investigation, monitoring, and discipline based on employees' political expression.

Defendants violated Labor Code § 1102 by coercing and influencing, or attempting to coerce and influence, Plaintiff and other aggrieved employees with respect to their political activities through threats of adverse employment action, including discipline and termination. By investigating Plaintiff's private political speech, questioning him regarding his beliefs, and terminating his employment based on those beliefs, Defendants sought to coerce Plaintiff and deter him and other employees from engaging in protected political activity. Plaintiff is informed and believes, and thereon alleges, that Defendants have engaged in similar conduct with respect to other employees, thereby creating a workplace environment in which employees are discouraged from engaging in lawful political activity due to fear of retaliation.

As a result of Defendants' intentional and unlawful actions, Defendants violated the rights of Mr. Schweitzer and other aggrieved employees and violated various Labor Code sections, including but not limited to Labor Code §§ 98.6, 96(k), 1101, and 1102. Mr. Schweitzer intends to pursue all applicable remedies for these violations, including all applicable civil penalties (including the statutory \$10,000 civil penalty under section 98.6), interest, attorney's fees, and costs.

We look forward to receiving your response to this letter pursuant to Labor Code Sec. 2699.3(a)(2)(A). Thank you and please do not hesitate to call with any questions.

Very truly yours,

KESLUK, SILVERSTEIN, JACOB, & MORRISON, P.C.

Catherine J. Roland

Catherine J. Roland, Esq.

CC: via certified mail only

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