

Contract Watchdog

Funding Our Raises with Contract Concessions

In 2011 the Teamsters Clacy Griswold and other appointed negotiators kept repeating to UAL mechanics during contract discussions, **To Get Something, You have to Give Something Up or Everything has a Cost.** In 2015 and 2016 it is the same tired story from the Teamsters.

Here is a 10 dollar raise in your wage, now give up contractual language and benefits that are equal to or more than that. Before you know it we will be without a contract.

How will you fund your wage increase – the teamsters use code words like Transition when they really mean eliminate or harmonize when they really mean reduce benefits.

1. **(Lump Sum Distribution) Retro Pay...**They mean surrender more than half of OUR Retro Pay for UAL Mechanics low estimate \$25,000.00 over 6 years...**that's \$2.00 an Hour.**
2. **(Transition) Profit Sharing...**They mean, Giveback Two Thirds of our current Profit Sharing based on Historical and Projected Profits that would be ...**\$5.00 an Hour.**
3. **(Harmonize) Retiree Medical...**They mean, Give Away Our Retiree Medical that covers UAL Mechanics family from 55 years old till the day they die. **Estimated \$2.00 an Hour.**
4. **(Aggregate Cost Share) Medical Benefits...**They mean; You Will Pay **\$3.00 an hour** now for a monthly premium that you used to get for Free. (60% of UAL Mechanics impacted).

There goes your \$10 raise and more considering all the other language concessions.

The Teamsters Negotiating Strategy of “***give something to get something***” gets us nowhere.

We are continually giving concessions even in times of massive record profits it is senseless and either a sign of weakness or incompetence on the part of the Union.

What have the Teamsters given up in the past?

At Continental in 2005 the Teamsters first contract surrendered their Mechanics “Market Adjustment” Hourly Premiums \$1.00 to \$2.00 for LAX, SFO, EWR, LGA, BOS, DCA and IAD ... maybe they should get that contract language back at a time of record profits.

At United in 2011 the Teamsters gave up \$1.36 Skill Pay for Mechanics, ALL Maintenance Outsourcing Restrictions, A320, 757 and 777 C checks, 20% Annual Outsourcing Audit, Lead Ratio, Seniority Rights for Pay Progression on Furlough...maybe they should get that contract language back.

With Teamsters representing United Mechanics in closed negotiations we will always lose.

The Airline Division negotiates with the Company first and then return to their own appointed negotiating committee to sell the offer. Their failed negotiation process results in concessions.

At a time of record United Airlines profits VOTE NO to these contract concessions.