

# UNITED AND CAL CONTRACT COMPARISONS

## Mechanics' Contract

**IAMAW Contract / United**

**ibt TA / Continental**

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### Maintenance Outsourcing Protections

**1994 20% Outsourcing Limits Established with Quarterly Reports to Union.**

Reports were provided to mechanic membership every quarter. The teamsters stopped this practice immediately after certification.

**1994 SFO MOC Base/ Jetshop Protections**

This language prevents any closure of the Jetshop and the SFO Maintenance Base.

**1994 Furlough Protection Letter protection**

**Ltr 94-5** This language currently protects 80% of United Airlines mechanic workforce.

**2005 Annual Audit Maintenance Outsourcing by independent accounting firm.**

5 year contract performed annually by Moss Adams was cancelled by teamsters after their certification. Ibt has failed to enforce language.

**2005 SFO C Check Line Protection** The current lines of work cannot be outsourced A320 757 & 777 C check lines are protected.

**2005 Line Maintenance OSV protections**

Mechanics working line stations May 15 2005 cannot be furloughed and replaced by vendors.

**2005 SFO Back Shop and Jetshop protections**

All Mechanics working in the Back Shops and Jetshop May 15 2005 cannot be furloughed by the direct outsourcing of their work.

**If the Company has need to contract out work performed by employees the Company will notify the union by written notice.**

In no case shall this result in (reduction of force).

***United can now outsource any mechanics work they want without restrictions.***

***20 years of UAL IAM language destroyed in one teamsters negotiated sentence.***

***UAL Mechanics will see their work diminish as mechanics leave through retirement.***

**This language Protects our maintenance**