

Results from the Teamsters Road Shows in SFO Is This Another Concessionary Agreement?

RETRO PAY– \$3000 BONUS IS DISRESPECTFUL! It is about \$10,000 shy of our entitled Retro and Bonus.

Retro wasn't even discussed until the last 2 weeks of negotiations, after all new language was agreed upon. Teamsters referred to our tentative agreement (TA) as 'pre-amalgamation,' touting Continental's (CAL) contract throughout the Road Shows. Why didn't they negotiate a contract for United employees instead? If we are going to inherit CAL's contract, we should be getting the full Retro and Bonus that CAL got!

Here are some of the new language changes. How will they affect YOU?

Monday through Friday Work Week – STRICKEN. New language states that a workweek is 5 consecutive days. That means our workweek can start any day of the week, thereby allowing 7-day coverage, and having our days off on ANY two consecutive days, INCLUDING WEEKDAYS. This brings an end to weekends off.

General Shift Bids Every 6 Months – ELIMINATES the '90 day must-bidder' language and their rights. Senior personnel can bump junior off shift every 6 months. No openings in bid area are necessary to bump. According to the Road Shows, Continental had OVER 50% SHIFT MOVEMENT on the first general bid.

Medical – NO ASSURANCES of retention of our plans during amalgamation process, which we will enter into after ratification. Do you really think company will give CAL our medical, or theirs to us? THINK ABOUT IT...

Skill Pay – ELIMINATED. Approximately 300 people at SFO will not be getting ANY license pay or any equivalency pay. SKILL PAY IS GONE for everyone.

Overtime – POTENTIALLY ELIMINATED. While the language reinstates double-time for Sundays, will we have any OT, due to the usage of 7-day coverage? COMPANY CAN PAY STRAIGHT-TIME FOR WEEKENDS

Saturday/Sunday Package Offering for Overtime – NO LANGUAGE saying that the company must offer a 'package deal' for overtime. If two consecutive days of OT are needed, company can request overtime for each day separately, by individual or shift, ELIMINATING CHANCES FOR SUNDAY (2ND RDO) DOUBLE-TIME.

Overtime Equalization Clause – GONE. Important language to ensure equal distribution among shifts and individuals are gone. COMPANY NOW CAN MANIPULATE OT UNEVENLY among shifts and individuals.

Outsourcing – 20% FARM-OUT LIMIT NOT PURSUED. Old language was stricken. No attempts, nor language for SFO-point to bring our work back in-house, NOR BRING BACK FOLKS ON LAY OFF STATUS.

In addition to TA language changes, the following items are unacceptable also:

Our Wages – FALLS FAR SHORT of our last contract in 2003. Those wages (prior to bankruptcy) with minimal 3% increases each year, would have been well over \$40/hr by now. We saved United in bankruptcy. They have over \$8 billion in cash. WE DESERVE BETER COMPENSATION FOR OUR SACRIFICES.

Pension – NONE. Teamsters said we would at least get the Western Conference Pension, and be fully vested after 5 years, paying us an \$800/month benefit. Continental has a defined benefit plan. We have nothing!

Strike Vote – NONE. A strike vote will NOT be included in this ballot. A strike vote always accompanies a TA presented to us as the Company's 'last and final offer.' (Do you think this is the Company's last and final offer?)

Ballots being mailed starting April 13th. While there are raises for everyone, this TA falls far short of what we deserve. Our sacrifices have put over 8 billion dollars into United coffers. We can't allow another concessionary agreement to pass. This TA has precedent setting, weak language and No Retro or Pension. TELL THEM NO, and send them back into negotiations.