

Teamsters Broken Promises at United Airlines

The Teamsters will open the contract if we are elected under Section 6 as the new UAL mechanics representative union.

At UAL two years ago the Teamsters promised to open the contract. IBT Airline Division leaders stated: "As the new bargaining agent we can open your contract if the UAL membership decides to."

In June 2008 the Teamsters conducted a poll and UAL mechanics voted to open the contract. The IBT Union leadership then chose to ignore the will of UAL mechanics. The Teamsters betrayed the trust of the UAL mechanics. This pattern of IBT union betrayals has a long history.

The Teamsters could not open the contract without the agreement of the company.

The Teamsters organizers and their leadership lied to the UAL membership to get them to vote for the Teamsters. Once the Teamsters became the bargaining agent they conducted a survey of UAL mechanics to open the contract. The UAL mechanics voted to open the contract and the IBT refused to open the agreement as they had promised.

Two years after certification the Teamsters have failed to negotiate a new contract.

The Teamsters failed to enforce a key contractual right, in our contract the "NMB Mediation clause" on page 208 of the UAL Mechanic Contract.

The Teamsters negotiations are more than a year behind the negotiations of the IAM, ALPA and other unions on the property. The Teamster Airline Division promised they would open the contract and they lied. Teamsters organizers promised to open the contract and negotiate better benefits and they failed.

Attached is the campaign promise – The UAL mechanic survey – and the ugly truth we now find ourselves tied to with the Teamsters as our representative.

It is time to establish our own District and Locals. The Teamsters do not represent the UAL mechanics; the last two years of IBT representation prove that beyond a doubt. Do not allow the Teamsters to make any more mistakes concerning your future and your contract.

Teamsters Collective Bargaining Agreement Survey for the Mechanics at United Airlines

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1. Default Section

1. DO WE BARGAIN? The Teamsters can legally open Section 6 bargaining to improve job security, wages, work rules, and benefits. If we do not open bargaining, the current agreement will remain in effect until its amendable date and, if we are certified as your bargaining agent, be enforced by the Teamsters. If we do open bargaining, the current agreement remains in place until we have negotiated an improved agreement and you have ratified the new agreement. All Teamster agreements must be voted on and ratified by the members. Whether the Teamsters open bargaining depends on your answer to the following question. Select only one response to question below.

Should the Teamsters open Section 6 bargaining?

- I request that the Teamsters do open Section 6 bargaining on my behalf.
- I request that the Teamsters do not open bargaining on my behalf.

2. BARGAINING PRIORITIES

In order to focus its bargaining effort, your Negotiating Committee needs to know what issues have the most importance for United Airlines (UAL) mechanics and related employees. Further priorities may be added at the end of the survey.

Please rank the following issues from 1 (your highest priority) to 6 (your lowest priority). Note: There should be only one mark in each column and row.

What are your highest priorities for upcoming negotiations?

	1	2	3	4	5	6
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wage increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pd. time off (vac/etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Your PBGC retirement: As a part of bankruptcy negotiations, your retirement and other contractual items were severely reduced. Below, please choose your one top priority on how your Committee should allocate its money as it relates to your future retirement and other contract issues.

- Allocate money for a new pension plan by reducing the amount of wage increase requests.
- Increase wages rather than allocate contributions for a new pension plan.

4. Retirement Plans. There are two broad categories of retirement plans. One category consists of defined **BENEFIT** pension plans and the other consists of defined **CONTRIBUTION** pension plans.

With defined benefit plans there are two categories:

A. Single-employer defined benefit pension plan (This is what you have now).

B. Multi-employer defined benefit plans, such as the Western Conference of Teamsters Pension Trust, is a pension plan that is collectively bargained for and is jointly administered by trustees who are appointed by the Company and the Union.

Defined Contribution plans differ from the above in a number of important factors, the most important pertains to the accounting of contributions. The contributions paid into defined benefit plans are “pooled,” such that the total amount of assets (both contributions and investment earnings) are available to pay all participants' benefits according to the same pension formula. The contributions paid into defined contribution pension plans, however, are paid into each participant's individual account.

Which do you prefer?

- A multi-employer defined benefit plan managed outside of the company.
- A defined contribution plan managed by an outside investment group.

5. In regard to your 401K plan, please choose one of the following:

- Put more money into the 401K match rather than wages to ensure there is a 401K match increase.
- Balance money between the 401K match and wages to ensure that 401K match remains the same.
- Increase wages rather than maintaining or increasing the 401K match.

6. Profit Sharing Plan:

Currently, you have a company profit sharing plan based on performance and profit goals related to a company wide distribution of pre-tax net profits. AMFA bargained a reduction of the success sharing goals.

What is your preference?

- I wish to continue this Plan as is.
- I wish to discontinue participation in the company's Profit Sharing Plan and apply any savings realized (even if that should be less than the amount recognized under the Profit Sharing Plan) toward wage increases.
- I wish to restore the plan to its original goals before any reductions were bargained

7. COMPENSATION: Compensation includes a negotiated base pay schedule, a negotiated estimated annual increases in the wage rates to cover cost of living increases over the life of the contract, license premiums, and market adjustment premiums for high cost stations. A pay increase is the single most important issue.

What do you think?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. WORK RULES:

Snap Back Provisions –All items that were given up in the concessionary agreement should be reinstated - do you agree?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. Article 1 – Scope:

Scope covers all areas of job protection, i.e., right to perform work, successorship, merger, integration of operations, outsourcing, to name a few.

SCOPE issues should take priority over all other contract items, do you agree?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. OTHER ITEMS: There a number of other contract items that might come up in negotiations that could be changed or improved. List your preference in order of importance from the following:

	First	Second	Third	Fourth
Number of holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	First	Second	Third	Fourth
Vacation accrual schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick Bank accrual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional license premiums	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Done >>

The IBT Union leadership then chose to ignore the will of UAL mechanics.

Here's a quote from an IBT appointed rep in SEA.

“The Teamsters wisely ignored the will of the UAL membership and refused to open the contract”

The Teamsters betrayed the trust of the UAL mechanics.

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