

# UNITED AND CAL CONTRACT COMPARISONS

## Mechanics' Contract

**IAMAW Contract / United**

**ibt TA / Continental**

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### Lead Ratio / Classification of Work

**Classifications of Work and Job descriptions are clearly defined in our IAM Mechanics agreement.**

**Management is prohibited from performing IAM Union hourly rated work**

Foremen and higher ranking officials of the Company shall not be permitted to perform work on any hourly rated job covered by this Agreement except in emergencies or instruction or training of employees

**Qualifications** - Lead Mechanics must hold valid Federal licenses as required for this assignment as set forth in Article V of this agreement.

**Minimum Lead** to Mechanic           4-1  
**Max Lead** to Mechanic Ratio       14-1

**Lead Group Max**– 15 Mechanics per shift

**Premium Pay** – 6%

**Classifications and Qualifications are straight out of the Continental 1997 Employee Handbook.**

**Foreman can perform troubleshooting.**

This language opens the door for management to perform a large portion of hourly rated work.

**No lead ratios** – eliminated in UAL T/A

**Premium Pay** - reduced to 5%

The teamsters have not improved anything concerning leads in their 13 years of representation at Continental Airlines.

Teamsters never had lead ratios, because the **Company Employment Policy** never did.

**Our current UAL Leads need to make sure every mechanic on their crew votes this Company Employment Policy down!**

**What type of Union eliminates Lead Ratios and reduces their pay?**

**The teamsters “a union destroying” the aviation mechanics profession**

# Technical Operations



## Employment Policy

EFFECTIVE: OCTOBER 18, 1993  
AMENDED: APRIL 15, 1997

# Continental

# 1997 CAL Non Union Employment Policy

## C. BID AREAS

To assist in submitting a bid, the following bid areas are listed and numbered, along with license and experience requirements. To be considered fully qualified for a particular bid area, an employee must meet the requirements listed below. In all cases, an employee must possess the ability to speak, read and write the ENGLISH language.

In Sceptre (/for SCIJCC category 09) these bid areas are listed by station, but not all bid areas are available in each city.

Any questions about these requirements should be directed to an employee's supervisor, an Employee Representative, or the Human Resources Manager before a bid is submitted. Inaccurate bids will not be accepted.

### SERIES 100- TECHNICIANS AND LEAD TECHNICIANS

<u>BID AREA NO.</u>	<u>BID AREA</u>	<u>LICENSE REQ'D</u>	<u>EXPERIENCE</u>
101	Line Technician	A&P and	Thirty months experience in trouble shooting, repair, and maintenance of aluminum and/or composite skinned, pressurized jet/turboprop aircraft
	Lead	A&P and	
			OR
			At least 12 months' experience as Radio/Electrical, Sheet metal, Trim, Power plant, and/or A.I.R. technician and successful completion of both a trade and practical troubleshooting test.
102	Base Technician	A or P or	Thirty months experience in trouble shooting, repair, and maintenance of aluminium and/or composite skinned, pressurized jet/turboprop aircraft
	Lead	A&P and	
			OR
			At least 12 months's experience as a Sheet Metal, Composite, Trim, and/or Radio/Electrical technician and successful completion of both a trade and practical test.

# 2011 teamsters UAL Employment Policy T/A

- c. No employee shall be regarded as qualified for any Bid Area that he has not affirmatively claimed qualification unless he was employed in that Bid Area on the effective date of this Agreement.
  - d. The Company will use these Bid Areas Qualifications in determining eligible employees when filling vacancies in accordance with Article 5. The Company shall continue to review personnel files and/or employee resumes and applications, to determine qualifications, for the first ninety (90) days after ratification of this Agreement, after which it shall rely solely on the employee's updated Bid Area Qualifications.
4. The following list contains the Bid Area titles, Bid Area numbers, and the license and experience requirements for each Bid Area.

## **Bid Area Title, Number, And License Requirements Experience Requirements**

### Series 100-Technicians And Lead Technicians

#### 101 - Line Technician

A&P License and Twelve months experience in trouble shooting, repair, and maintenance of aluminum and/or composite skinned, pressurized jet/turboprop aircraft, or  
At least 12 months' experience as Radio/Electrical, Sheet metal, Trim, Power plant, and/or A.I.R. technician and successful completion of a trade test.

#### 102 - Base Technician

A&P License and Twelve months experience in trouble shooting, repair, and maintenance of aluminum and/or composite skinned, pressurized jet/turboprop aircraft, or  
At least 12 month's experience as a Sheet metal, Composite, Trim, and/or Radio/Electrical technician and successful completion of a trade test.

#### 103 - Powerplant Technician

A&P License and Twelve months experience in power plant limited heavy maintenance on power plant components and accessories, up to but not including the compressor case, or  
Successful completion of a trade test.

#### 104 - Avionics Technician

A&P License and Twelve months aircraft experience in radio and electrical/avionics trouble shooting and repair, or  
Successful completion of a trade test.

# 1997 CAL Non Union Employment Policy

- 103 Powerplant Technician P or  
Lead A&P and  
Thirty months experience in powerplant limited heavy maintenance on power plant components and accessories, up to splitting an exhaust case without splitting the compressor case  
OR  
Successful completion of both a trade and practical test.
- 104 Avionics Technician A\* & FCC and  
Lead A\* & FCC and  
Thirty months radio and electrical trouble shooting and repair  
OR  
Successful completion of both a trade and practical trouble shooting test.
- 105 Sheet Metal (Line/Base) Technician A\*\* or  
Lead A and  
Thirty months experience in general structural sheet metal overhaul and repair  
OR  
Successful completion of both a trade and practical test.
- 106 Sheet Metal (Shop) Technician A or  
Lead A and  
Thirty months experience in general structural sheet metal overhaul and repair  
OR  
Successful completion of both a trade and practical test.

\* Repairman's Certificate may be substituted for A license.

\*\* License required in Line Station maintenance area for Air Worthy release.

# 2011 teamsters UAL Employment Policy T/A

Successful completion of a trade test.

## 105 - Sheet Metal Technician (Line/Base)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, or  
Successful completion of a trade test.

## 106 - Sheet Metal / Composite / Finish Technician (Shop)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, metal to metal bonding, fiberglass and composite repair or  
Successful completion of a trade test.

## 108 - Weld Technician

No License Requirement Twenty-four months general welding experience and successful completion of a Continental certification test, or  
Certificate of completion from an accredited vocational school for the following: Arc, Heli-Arc, Mig and Acetylene; and successful completion of a Continental certification test.

## 109 - Machinist Technician

No License Requirement Twenty-four months general machinist work and successful completion of a trade test.

## 110 - A/C Interior Repair Technician

A&P License and Twelvemonths experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 111 - Trim Technician

A&P License and Twelve months experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 114 - Airport Communications Technician

FCC License, and Twenty-four months component level repair and overhaul in two of the three following areas:  
UHF/VHF transceiver systems;  
Video display systems (including TV repair, FIDS repair, or closed circuit systems repair); and

# 1997 CAL Non Union Employment Policy

107	Composite* Technician	A	or	Eighteen months experience in metal to metal bonding, fiberglass repair, and composite repair
	Lead	A	and	
				OR
				Successful completion of both a trade and practical test.
108	Weld Technician	None		Thirty months general welding experience and successful completion of a Continental certification test
	Lead	None		
				OR
				Certificate of completion from an accredited vocational school for the following: Arc, Heli-arc, Mig and Acetylene; and successful completion of a Continental certification test.
109	Machinist Technician	None		Thirty months general machinist work and successful completion of a practical test.
	Lead	None		
110	A/C Interior Repair Technician	A** or		Eighteen months experience in recovering, replacing, and refurbishing aircraft interiors, including seats.
	Lead	A&P and		
				OR
				Thirty months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

\* Must be physically able to wear and use a respirator in accordance with OSHA regulations.

\*\*License required in Line Station maintenance area for Air Worthy release.

# 2011 teamsters UAL Employment Policy T/A

Successful completion of a trade test.

## 105 - Sheet Metal Technician (Line/Base)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, or  
Successful completion of a trade test.

## 106 - Sheet Metal / Composite / Finish Technician (Shop)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, metal to metal bonding, fiberglass and composite repair or  
Successful completion of a trade test.

## 108 - Weld Technician

No License Requirement Twenty-four months general welding experience and successful completion of a Continental certification test, or  
Certificate of completion from an accredited vocational school for the following: Arc, Heli-Arc, Mig and Acetylene; and successful completion of a Continental certification test.

## 109 - Machinist Technician

No License Requirement Twenty-four months general machinist work and successful completion of a trade test.

## 110 - A/C Interior Repair Technician

A&P License and Twelvemonths experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 111 - Trim Technician

A&P License and Twelve months experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 114 - Airport Communications Technician

FCC License, and Twenty-four months component level repair and overhaul in two of the three following areas:  
UHF/VHF transceiver systems;  
Video display systems (including TV repair, FIDS repair, or closed circuit systems repair); and



# 1997 CAL Non Union Employment Policy

111	Trim Technician	A or			Eighteen months experience in recovering, replacing, and refurbishing aircraft interiors, including seats.
	Lead	A and			
					OR
					Thirty months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.
112	Paint Technician*	A or			Thirty months experience in automotive and/or aircraft painting
	Lead	A or			
					OR
					Successful completion of a practical test.
113	Calibration Technician	None			Thirty months experience in calibration and repair of electronic test and measurement equipment
	Lead	None			
					OR
					Successful completion of a practical test.
114	Airport Communications Technician	FCC	and		Thirty months component level repair and overhaul in two of the three following areas: UHF/VHF transceiver systems; video display systems (including TV repair, FIDS repair, or closed circuit system repair); and airport security systems (magnetometers or x-ray)
	Lead	FCC	and		
					OR
					Certificate of completion from an accredited electronic school and successful completion of both a trade and practical test.

\* Must be physically able to wear and use a respirator in accordance with OSHA regulations.

# 2011 teamsters UAL Employment Policy T/A

Successful completion of a trade test.

## 105 - Sheet Metal Technician (Line/Base)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, or  
Successful completion of a trade test.

## 106 - Sheet Metal / Composite / Finish Technician (Shop)

A&P License and Twelve months experience in general structural sheet metal overhaul and repair, metal to metal bonding, fiberglass and composite repair or  
Successful completion of a trade test.

## 108 - Weld Technician

No License Requirement Twenty-four months general welding experience and successful completion of a Continental certification test, or  
Certificate of completion from an accredited vocational school for the following: Arc, Heli-Arc, Mig and Acetylene; and successful completion of a Continental certification test.

## 109 - Machinist Technician

No License Requirement Twenty-four months general machinist work and successful completion of a trade test.

## 110 - A/C Interior Repair Technician

A&P License and Twelvemonths experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 111 - Trim Technician

A&P License and Twelve months experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or  
Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

## 114 - Airport Communications Technician

FCC License, and Twenty-four months component level repair and overhaul in two of the three following areas:  
UHF/VHF transceiver systems;  
Video display systems (including TV repair, FIDS repair, or closed circuit systems repair); and

# 1997 CAL Non Union Employment Policy

115	Pattern Technician	None	Twelve months experience making form blocks, mold patterns, fixtures, and forming tools of the type used in shaping plastic and metal
			OR
			Successful completion of a practical test.
116	Tooling Repair Technician	None	Thirty months experience as a Technician or possession of an A license.
117	Electric Harness Shop Technician	A or P and	Thirty months experience in fabrication, repair, overhaul and/or calibration of electrical equipment, including wire harnesses
			OR
			Successful completion of a practical test.
118	Facilities Maintenance Technician	Local	Thirty months commercial/industrial experience including at least three of the following areas: Electrical (including 480 volt, 3 phase); Structural (including steel frame construction); Mechanical (including conveyors); Plumbing; and PLC electronic/computer controls.
	Lead	Local	
119	Ground Service Equipment Technician	None	Thirty months experience in trouble shooting, repair, and maintenance of gas and diesel engines; electrical and hydraulic systems; or motorized equipment supporting airport ground handling operations
	Lead	None	
	Coordinator	None	
			OR
			A certificate of completion from an accredited automotive school and successful completion of a practical test.

# 2011 teamsters UAL Employment Policy T/A

Airport security systems (magnetometers or x-ray), or Certificate of completion from an accredited electronic school and successful completion of a trade test.

## 116 - Tooling Repair Technician

A&P License and Twelve months experience as a Technician.

## 117 - Electric Harness Shop Technician

A&P License and Twelvemonths experience in fabrication, repair, overhaul and/or calibration of electrical equipment, including wire harnesses, or Successful completion of a trade test.

## 118 - Facilities Maintenance Technician

Local Requirements and Twelve months experience including at least three of the following areas:

- Electrical (including 480 volt, 3 phase);
- Structural (including steel frame construction);
- HVAC (including building management systems);
- Mechanical (including conveyors);
- Plumbing; and
- PLC electronic/computer controls.

## 119 - Ground Service Equipment Technician (or GSE Coordinator)

No License Requirement Twelve months experience in trouble shooting, repair, and maintenance of gas and diesel engines; electrical and hydraulic systems; or motorized equipment supporting airport ground handling operations, or A certificate of completion from an accredited automotive school.

## 120 – Flamespray Technician

No License requirement Twelve months experience in flamespray and successful completion of a trade test .

## 121 – Plater Technician

No License requirement Twelve months experience in plating and successful completion of a trade test.

## 122 – General Shop Technician

A&P License and Twelve months experience in trouble shooting, repair, and maintenance of aluminum and/or composite skinned, pressurized jet/turboprop aircraft, or At least 12 months' experience as Radio/Electrical, Sheet metal, Trim, Power plant, Hydraulic/Pneumatic, Tire/Wheel, Landing Gear and/or A.I.R. technician and successful completion of a trade test.