UNITED AND CAL CONTRACT COMPARISONS

Mechanics' Contract

IAMAW Contract / United

ibt TA / Continental

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

C. BID AREAS

BID

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

AREA
NO. BID AREA

LICENSE
REO'D

EXPERIENCE

Thirty 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 both a trade and practical troubleshooting test.

102 Base Technician A or P or Shooting, repair, and maintenance of aluminium and/or composite skinned, pressurized jet/turboprop aircraft

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.

- 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

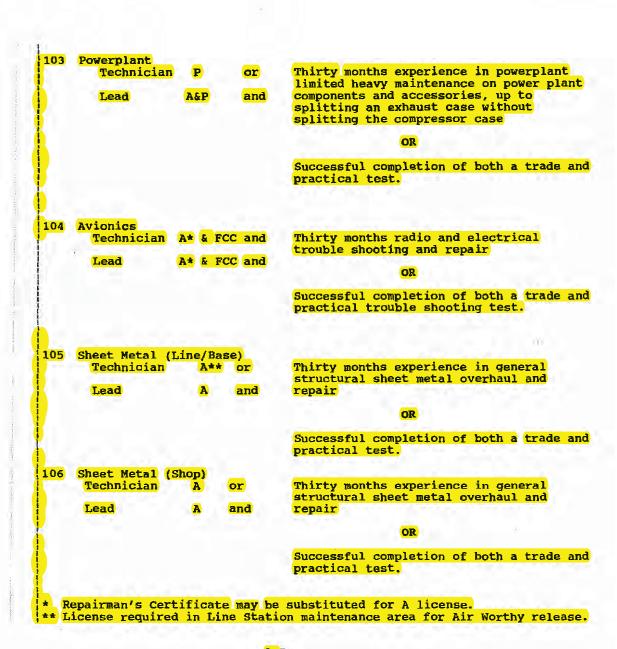
At least 12 month's experience as a Sheet metal, Composite, Trim, and/or Radio/Electrical technician and successful completion of a trade test.

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.



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

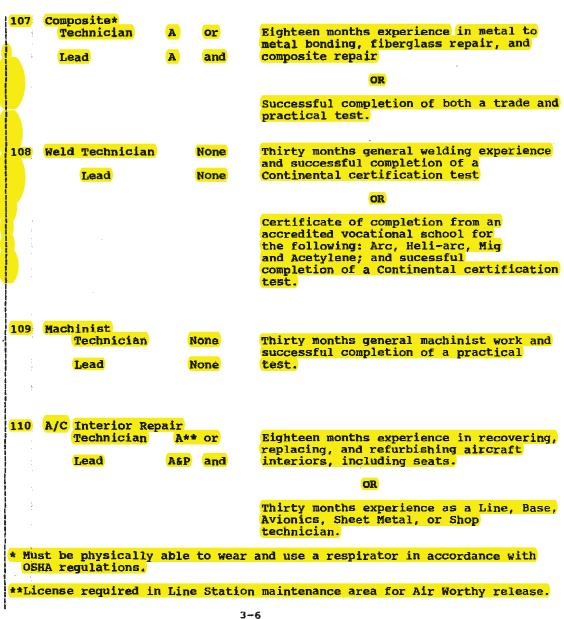
A&P License and Twelve months experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

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



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

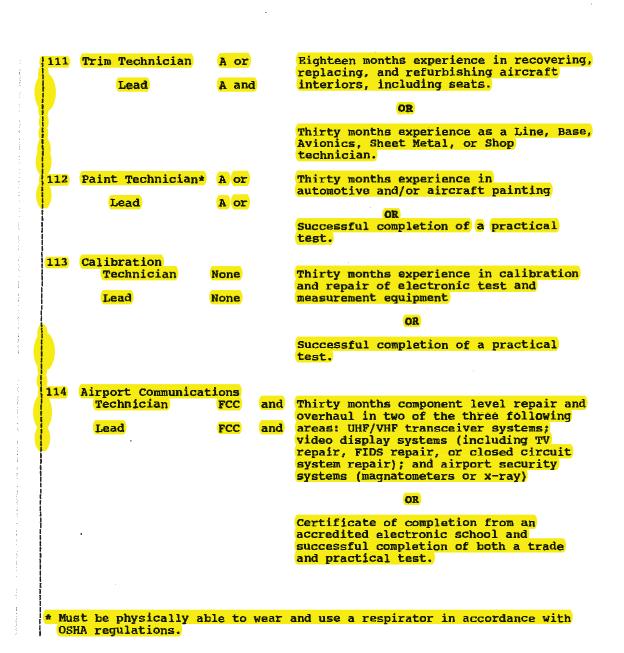
A&P License and Twelve months experience in recovering, replacing, and refurbishing aircraft interiors, including seats, or Twelve months experience as a Line, Base, Avionics, Sheet Metal, or Shop technician.

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



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

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

<u> 2011 teamsters UAL Employment Policy T/A</u>

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.