

UNITED AND CAL CONTRACT COMPARISONS

Mechanics' Contract

IAMAW Contract / United

ibt TA / Continental

SCOPE

The Company may not outsource more than 20% of maintenance work (excluding HMV)

The Union shall be permitted to perform an annual audit for the purpose of verifying compliance with outsourcing limits.

No line aircraft mechanic shall be furloughed from any then existing point as a direct result of Outsourcing of existing line aircraft maintenance.

The three "C" check lines of work currently performed by Company employees in-house at SFMC will not be outsourced.

No mechanic shall be furloughed from the SFMC shops listed below as a result of outsourcing. Pneumatics, Avionics, Landing Gear, APU, Engine Accessories, Engine Assembly and Test, Reversers Nose Cowls, Radomes, Wire Harnesses, Tire Shop Plant Maintenance and Flight Controls.

The Company will not sell, lease or otherwise transfer or dispose of its maintenance facility at the SFMC.

The Company shall not perform any regularly scheduled Maintenance with the exception of B777 and B747 fleets, In a non U.S. location without Union approval.

LOA 94-5 October 30, 1989 "No Layoff Protection"
No employee on the payroll or leave of absence as of October 30, 1989 and no employee currently on furlough who is subsequently recalled, shall be laid off during the term of this agreement.

LOA 94-5 currently protects more than 80% of our United Airlines mechanics.

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).

SFO Maintenance base only "No forced relocation"

All Past Practices established prior to this the date of this agreement are no longer legally binding on the company.
(This is the final nail in our work scope.)