

# UNITED AND CAL CONTRACT COMPARISONS

## Mechanics' Contract

**IAMAW Contract / United**

**ibt TA / Continental**

### Overtime & OT Bypass Pay

**"An employee who is bypassed in violation of these overtime distribution procedures shall be paid and charged at the applicable rate for the overtime hours missed."**

This IAM language provides that the mechanic who is bypassed is paid without question.

It is a strong deterrent to the company for violating UAL mechanic contractual rights. This strong union language has been in our UAL Mechanics Agreement for decades.

***The teamsters union gives it away willingly during their first UAL negotiations.***

An employee erroneously bypassed for overtime will be given the option to work the same number of hours at the same rate he originally would have received had they not been bypassed for planned overtime, by mutual agreement and during productive hours within the same pay period to the extent possible.

**This means you or another ibt mechanic will lose a future opportunity to work OT.**

If the bypass is a deliberate and intentional act, the employee will be paid and charged the applicable overtime rate.

***Read the exception below;***

**For purposes of this paragraph, a bypass that results from repeated instances of administrative and/or clerical errors shall be deemed to be intentional.**

The teamster vague language allows the company to bypass mechanics repeatedly before any action is taken by the union.

UAL management has already attempted to use this ibt language at the SFO base.

***Quote; "This is how they do it at Continental Tech Ops and we have no intention of paying overtime bypasses any longer."***