

# UNITED AND CAL CONTRACT COMPARISONS

## Mechanics' Contract

### IAMAW Contract / United

### ibt TA / Continental

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## Seniority Rights

**Under our current agreement UAL mechanics have lifetime recall rights to return to United Airlines with their seniority, pay, vacation and bidding rights intact.**

United mechanics under the UAL contract retain and accrue seniority while on furlough no matter how long they are on furlough.

**United mechanics continue to accrue Pay Seniority and progress through the 5 year pay scale while on furlough.**

*UAL mechanic – John Smith is furloughed after 1 year. Under the UAL CBA John will accrue pay seniority. He will receive top pay when he is recalled to UAL after 6 years on furlough.*

**United mechanics continue to accrue Company Seniority for vacation and benefits under the UAL CBA while on furlough.**

*UAL mechanic – Jane Doe is furloughed after 2 years with 2 weeks of vacation. Jane is recalled after 2 years on furlough.*

*Under the UAL CBA language Jane will accrue 4 weeks of vacation after 1 year of service. The UAL mechanic will always be 2 years ahead in vacation and pay.*

**The IAM negotiated Mechanic Seniority rights at UAL are far superior to language negotiated by the teamsters at Continental.**

**Under the teamsters negotiated contract at Continental Airlines ibt mechanics do not have lifetime recall rights and lose seniority while on furlough. Ibt furloughed mechanics at Continental can be separated permanently.**

Continental mechanics under the ibt contract have their seniority “adjusted” while on furlough and lose seniority on furlough until they are eventually terminated.

**Continental teamsters mechanics do not accrue Pay Seniority or progress through the 7 year pay scale while on furlough.**

*CAL mechanic – John Smith is furloughed after 1 year. Under the teamsters CBA John will not accrue pay seniority. He will be terminated if he is not recalled to CAL after 6 years.*

**Continental teamsters mechanics do not accrue Company Seniority for vacation and benefits on furlough.**

*CAL mechanic – Jane Doe is furloughed after 2 years with 2 weeks of vacation. Jane is recalled after 2 years on furlough.*

*Under the teamsters contract language Jane will only accrue 2 weeks vacation after 1 year of service. The Ibt mechanic will always be 2 years behind in vacation and pay.*

**The ibt seniority language is straight out of the Continental non union employee handbook**