

# Teamsters Broken Promises at United Airlines

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## **Appointed IBT union leaders will be on our property to hold “Craft Meetings”**

We encourage the membership to attend these meetings, ask questions and hold the Teamsters union and its leaders accountable for their actions.

**The Teamsters don't have union business meetings for the divided SFO membership so this is your chance to have your questions answered and voice your concerns.** Take the time to attend the meetings on UAL property. Over the last two years we have witnessed the truth and reality of Teamster representation here at UAL. Maintenance outsourcing is increasing and vendors have increased system wide. The Broken Teamster campaign promises are an ongoing parade. Here are questions that need answered.

1. Why did the IBT leadership split the rank and file membership of SFO into two separate Locals?  
**Who is responsible for this decision?**
2. Why are Teamster negotiators trying to take our previously negotiated 401k benefits? We negotiated company contributions of 4% to 6.25% to our individual 401K plans in the 2005 contract negotiations.  
**The Teamsters' job is to negotiate new benefits not to take away previously negotiated benefits.**
3. Why are the Teamsters now trying to take contributions from **your** 401K Defined Contribution Plan?  
**During the UAL campaign the IBT stated the company would pay the IBT pension contributions.**
4. The Western Teamster Conference Pension Plan multiplier has **dropped nearly 70% (3.6% to 1.2%)** in the last ten years from 2000-2010. Why should UAL mechanics join this shrinking plan?
5. Is it wise to move our 401k payroll contributions into the WTCPP?  
**IBT Local 961 in Denver clearly stated in a recent letter to the membership that teamster pension plans are in trouble and quote “even extraordinary self-help measures will not be enough”!!!**
6. Why are the IBT UAL reps stating that the contract will only be an industry average?  
**The teamsters campaigned that they would negotiate with UAL for the best contract and benefits.**
7. Why have the Teamsters broken their promise of a separate LOA and vote on the IBT pension?  
They are now attempting to cram the IBT pension LOA vote into the contract ratification vote.  
**The IBT negotiators stated previously in negotiation updates there would be a separate vote.**
8. Why have the Teamsters changed the contractual seniority rights and grievance procedure rights of the UAL membership without a vote of the UAL membership?  
**The IBT campaigned that they would never change the UAL mechanic contract without a vote.**
9. Why have the Teamsters failed to perform the 2007, 2008 and 2009 mandated annual OSV 20% audits?  
**Under the IBT nearly one thousand mechanics have been furloughed and thousands more remain furloughed on the street. After two years the Teamsters have not audited a single OSV report!**
10. Where is the militancy and union power the teamsters promised?  
UAL continues to outsource GQ, PV and MM jobs while vendors increase on the property.  
**The IBT said they would stop outsourcing, yet under the IBT outsourcing has increased.**

**Outside vendors are increasing on the property and Teamster reps are never on the property fighting for the mechanics and our contractual rights.**