

# Teamsters Broken Promises at United Airlines

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## Seniority – CAL mechanics 2010 IBT negotiated language

**Under the Teamsters negotiated contract, CAL mechanics don't have lifetime recall rights. The Teamsters could not negotiate it. The poor Teamster language below from the CAL mechanics contract will undermine your United Airlines mechanics seniority rights.**

### **Article 4 – Seniority**

#### **A. Company Service Date**

An employee's Company Seniority, or "Company Service" date, begins on the date the employee was placed on the payroll when he was most recently hired by the Company. **The Company Service date reflects adjustments for periods of inactive service as defined herein.**

⇒ *The adjusted Company Service date is retained until the employee is separated from Continental employment. Company Service date determines benefit eligibility, vesting in benefit programs such as retirement, rate of vacation accruals and vacation bidding, pass boarding priority, and service pins/awards.*

**Under the Teamsters negotiated contract CAL mechanics actually stop accruing Company Seniority while on furlough.**

**B. Pay Seniority** Pay Seniority determines an employee's position on the pay scale.

⇒ *While it is adjusted for periods of unpaid time off, such as leaves of absence, furloughs, LOAP, etc., step increases are given to employees after they complete the specified time as an active employee in a paid status.*

**Under the Teamsters negotiated contract CAL mechanics do not accrue Pay Seniority on furlough, UAL mechanics do.**

#### **F. Loss of Craft Seniority**

**Craft Seniority will be lost and the employee's name will be removed from the Craft Seniority list for the following reasons:**

⇒ *When an employee with less than six (6) years of craft seniority at the time of furlough does not return from lay off status for six (6) years, or the employee's length of service, whichever is less; or, when an employee with six (6) or more years of craft seniority at the time of furlough does not return from lay off status within a period equal to the employee's length of service, or*

**Under the Teamsters negotiated contract CAL mechanics do not have lifetime recall rights. The Teamsters could not negotiate it.**

Our current UAL contract provides for the accrual of all pay and seniority benefits during furlough. With our contract we will not lose lifetime recall rights for our mechanics active or on furlough. The facts are clear, we need to remove the Teamsters as the mechanics bargaining agent before they further destroy our current Seniority rights and Scope Language.

**The Mechanics for Change Committee**

**Providing a Democratic Voice for the UAL Mechanics and Related Class and Craft**



## Negotiations Update – June 18, 2010

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The UAL Mechanics Negotiating Committee met this week in San Francisco for contract negotiations with UAL's negotiating team. This was the first negotiation session between the parties since UAL and Continental announced their merger. In anticipation that the merger will eventually be approved, the bargaining parties have agreed to continue their negotiations for a UAL-IBT Mechanics agreement using (as a template, where appropriate) the IBT-Continental Mechanics agreement (including the Tentative Agreements achieved during the current negotiations/mediation). In so doing, the parties are striving to "match up" and align the UAL-IBT and CAL-IBT agreements as much as possible now, in an effort to facilitate future amalgamation negotiations in the event that the UAL-CAL merger is completed.

### **Tentative Agreements reached on Article 18 - Grievance Procedures & New Article - Arbitration**

While engaging in this process this week, the bargaining parties reached two (2) tentative agreements. The first one covers grievance procedures (including discipline) (Article 18), and the second one involves a new article dealing with the Board of Arbitration. Both TAs very closely track the grievance and arbitration provisions contained in the CAL-IBT mechanics agreement, as updated/revised by tentative agreements between CAL and the IBT in the CAL-IBT negotiations/mediation.

The parties will return to the bargaining table soon after the July 4<sup>th</sup> holiday.

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**In Attendance for the IBT:** Clacy Griswold - Airline Div. Rep., Ed Gleason- IBT Attorney, Paul Alves – Airline Div. Rep.  
Negotiating Team: Roger Apana, Larry Calhoun, Dion Cornelious, Bob Fisher, Kevin Giegoldt, Ramon Gonzalez, George Graham, Dominic Gulley, Ken Meidinger, Dave Saucedo, and Harvey Wright.  
Business Agents: Dave Elmore, John Hennelly, and Paul Molenberg

**In Attendance for the Company:** Marcel Delhommeau, Gary Kaplan, Kellee Allain, Anita Davis, Mark Prpich, Kathryn Cassley, Paul Darrow, Mark Papazian

To all SFO Chief Stewards:

During our Monday “Unity Meeting” on November 22, it was requested that we post the number of Articles that were T/A’d off to show the members what we have accomplished so far. I have included below the list of Articles on this page but must remind everyone, that these articles are only TENTATIVELY AGREED TO! So everyone is clear, any one of these articles COULD be reopened during the course of negotiations if they are affected by any other Article in the CBA. Of course at that point, they would no longer be tentatively agreed to!

**Articles Tentatively Agreed to:**

**Preamble**

**Article I:** Purpose of Agreement

**Article III:** Status of Agreement

**Article IX:** Travel Pay

**Article XI:** Vacancies

**Article XV:** Extended Illness Status

**Article XVI:** Transportation

**Article XVII:** Disciplinary Action

**Article XVIII:** Grievance Procedure

**Article XIX:** Apprentice Mechanics

**Article XX:** Safety and Health

**Article XXI:** General and Miscellaneous

**Article XXV:** Union Representation

**Article XXVI:** Savings Clause

**New Language:** Board of Arbitration

**New Language:** Training

**Articles Discussed But Not Agreed To:**

**Article II:** Scope of Agreement

**Article IV:** Classification of Work

**Article V:** Progressions, Examinations & License Reqs

**Article VI:** Hours of Service

**Article X:** Seniority

**Article XII:** Leaves of Absence

**Article XXIII:** Severance Pay

**New language:** Layoff and Recall

**Articles Still Open:**

**Article VII:** Overtime

**Article VIII:** Holidays

**Article XIII:** Vacation

**Article XIV:** Sick leave

**Article XXII:** Wage Rules

**Article XXIV:** Health and Welfare

**Article XXVII:** Effective Date and Duration

**Schedule A:** Pay