

Truth about the Teamsters at United Airlines

What are you worth in 2011?

In 2002 United Airline mechanics achieved an Industry leading contract with a 46% pay increase with full retro after 6 years of concessions in bad economic times.

That leads us to our question for every mechanic today at United Airlines.

What are you worth today after 6 years of concessions and record profits at United Airlines?

- ❖ **In 2002 United Airlines mechanics** led the industry after standing strong for a decent contract, **UAL mechanics made more than Southwest Airlines (SWA) mechanics over \$35.00 an hour.**
- ❖ **In 2011 SWA mechanics earn over \$43.00 an hour, American (AMR) mechanics rejected \$39.00 an hour and UPS just signed a contract starting at \$47.00 an hour.** After 6 years of concessions that again saved UAL from total bankruptcy what are you worth? We believe you already know the answer.
- **AFA UAL flight attendants will need a 30% wage increase** to match the IAM CAL flight attendants T/A.
- **ALPA UAL and CAL pilots have stated publicly** their intentions are to recover all concessionary losses and achieve an industry leading contract that equates to roughly **a 30% wage increase.**
- **IAMAW represents over 27,000 members at United** IAMAW union leaders have stated publicly that they will recover all concessionary losses and achieve **an industry leading contract.**

What did the Teamsters accomplish with the CAL mechanic contract?

After 5 years of concessions CAL mechanics received only a 10% wage increase, which Teamsters Airline Division leaders boasted as a healthy raise. The Teamsters negotiated poor seniority language, no scope language and only small hourly raises. Based on the information pieced together from several of our Teamsters UAL negotiators the United mechanics will be offered the same poor raises.

On February 3, 2011 Teamsters appointed business agent Rich Petrovsky stated in a crew briefing to SSR mechanics concerning T/A wages quote;

"If you are not happy with the wages we bring back then maybe you should go work for another carrier."

Most UAL mechanics have worked here over 20 years, if anyone is leaving it will be the Teamsters

After 3 years and nearly 1000 mechanic furloughs, line station reductions and closings, and no representation on the floor (unless there is a delegate election) United mechanics can honestly say this is the worst representation we have ever seen here at United. The sad fact is there are 3 to 4 appointed UAL Teamster reps in control of the union at UAL. We deserve better representation than the teamsters have provided at United.

For an industry leading contract and representation at the negotiating table we need elected negotiators and a union we control.

APPLICATION OF TENTATIVE WAGE AGREEMENT

IAM DISTRICT 141- M AND UNITED AIRLINES

FEBRUARY 18, 2002

AMT/MECHANIC TOP RATE

	Effective Date	Base	Skill	2 Lic	Line	Longevity Max 33 yrs	Total	Percent Increase
Year	Present	\$22.98	\$1.05	\$1.32	\$0.10	\$0.15	\$25.60	
1	July 2000	\$26.43	\$1.05	\$1.32	\$0.10	\$0.15	\$29.05	13.5%
2	July 2001	\$26.43	\$1.50	\$1.32	\$0.10	\$0.15	\$29.50	1.5%
	Dec 2001	\$27.88	\$1.50	\$4.50	\$0.10	\$0.15	\$34.13	15.7%
3	DOS	\$28.74	\$1.50	\$4.50	\$0.10	\$0.30	\$35.14	3.0%
4	DOS + 1	\$29.60	\$1.50	\$5.00	\$0.10	\$0.30	\$36.50	3.9%
5	May 2004	\$30.64	\$1.50	\$5.00	\$0.10	\$0.30	\$37.54	2.8%

Increase over term >>>	46.6%
------------------------	-------

Increase per year over term>>>	8.0%
--------------------------------	------

Increase per year since last incr.>>>	3.5%
---------------------------------------	------

UTILITY TOP RATE

	Effective Date	Base	Line	Longevity Max 33 yrs	Total	Percent Increase
Year	Present	\$16.36	\$0.10	\$0.15	\$16.61	
1	July 2000	\$18.00	\$0.10	\$0.15	\$18.25	9.9%
2	Dec 2001	\$18.99	\$0.10	\$0.15	\$19.24	5.4%
3	DOS	\$19.37	\$0.10	\$0.30	\$19.77	2.8%
4	DOS + 1	\$19.95	\$0.10	\$0.30	\$20.35	2.9%
5	May 2004	\$20.65	\$0.10	\$0.30	\$21.05	3.4%

Increase over term >>>	26.7%
Increase per year over term>>>	4.9%
Increase per year since last incr.>>>	2.1%

SUMMARY OF TENTATIVE AGREEMENT

IAM DISTRICT 141-M and UNITED AIRLINES PRINCIPAL ECONOMIC TERMS

February 18, 2002

Item	Rejected PEB/Company Proposal	Tentative Agreement
1. Duration	Five years from 7/12/00	Five years from 7/12/00; In addition, if there is no Tentative Agreement on a successor contract by 7/11/05 parties will jointly request release from mediation; if the Company fails to join the request there will be an automatic increase in base wages of 3.5% effective 7/12/05.
2. Payment of wage and premium increases	Employees receive increases on effective dates indicated, provided that if substantially all of the other UAL employees participate in a "financial recovery plan" Mechanics and Related will also participate on a "proportionate" and "fair" basis.	Employees receive increases on effective dates indicated, provided that if the Company proposes to implement "financial recovery plan" to address the Company's severe financial condition as an alternative to a bankruptcy filing, the District will participate in the negotiation of such plan, provided that implementation shall be subject to ratification by the membership.
3. Base Wage Rates — Mechanic and Higher	15.0% — 7/12/00 8.74% — DOS 3.0% — DOS + 1 yr. 3.5% — 5/1/04	15.0% — 7/12/00 5.5% — 12/1/01 3.1% — DOS 3.0% — DOS+1 3.5% — 5/1/04

4. Base Wage Rates — Utility and Related	10.0% — 7/12/00 7.56% — DOS 3.0% — DOS + 1 yr. 3.5% — 5/1/04	10.0% — 7/12/00 5.5% — 12/1/01 2.0% — DOS 3.0% — DOS+1 3.5% — 5/1/04
5. License Premiums	\$2.25 per lic - DOS \$2.50 per lec - DOS+ 1 yr.	\$2.25 per lic - 12/1/01 \$2.50 per lic - DOS+ 1 yr.
6. License Application	No Change	Effective DOS Airframe Maintenance mechanics who possess a Power Plant Rating shall receive pay for 2 licenses; Component Maint. Mechanics who possess an Airframe License shall receive pay for that License.
7. Skill Premium	\$1.50 effective DOS	\$1.50 effective 7/1/01.
8. Longevity Pay	Effective DOS \$.01 per hour for each year of service beginning in the 4th year up to a maximum of \$.30.	Effective DOS \$.01 per hour for each year of service beginning in the 4th year up to a maximum of \$.30.
9. Lead and Inspector Differentials	Increase to 6.0% Effective DOS	Increase to 6.0% Effective DOS
10. Avionics Premium	Effective DOS Mechanics and Leads assigned to Component Maintenance Avionics shall be paid the same as the Flight Simulator Technician/Lead	Effective DOS Mechanics and Leads assigned to Component Maintenance Avionics shall be paid the same as the Flight Simulator Technician/Lead
11. Retirement Plan — eligibility requirement for retirement.	Effective July 12, 2000; Age 60 regardless of service; 3% reductions applicable before age 60	Effective July 12, 2000; Age 60 regardless of service; 3% reductions applicable before age 60
12. Retirement Plan — normal benefit formula	Effective July 12, 2000: Mechanic and higher — \$85.00 per month per year of creditable service;	Effective July 12, 2000: Mechanic and higher — \$87.00 per month per year of creditable service;

	Utility and related — \$60.00 per month per year of service	Utility and related — \$60.00 per month per year of service.
13. Supplemental Pension Plan	No Change	Joint Pension Committee to study and make recommendations on establishment of earnings-related retirement program.
14. Payment of retroactive wage increases.	All retro pay, plus interest accruing from DOS at 6.0% per annum, to be paid quarterly over period commencing April 1, 2003 and ending January 1, 2005; Back pay shall be secured by attaching UAL assets as collateral; If UAL condition improves so that its credit rating reaches investment grade, the retro must be paid in full.	All retro pay, plus interest accruing from DOS at 6.0% per annum, to be paid quarterly over period commencing December 15, 2002 and ending October 15, 2004; Back pay shall be secured. See attached Letter of Agreement.