

Teamsters Broken Promises at United Airlines

Teamsters representation at United results in a poor tentative agreement for mechanics

It's been three years since the Teamsters campaign of broken promises at United Airlines. The same people who brought this T/A back made many promises like;

1. **teamsters negotiate industry leading contracts** – Their new rally cry is “we’ll get them next time”
2. **teamsters will get a union pension** – They failed to get the pension they promised.
To add insult to injury they gave away our Retiree medical benefits which now expire on 1-1-2013.
3. **teamsters will stop outsourcing and layoffs** - In 3 years the teamsters failed to complete a single OSV audit. The teamsters highlight sheet does not even contain clear descriptions of scope changes.
4. **teamster are a democratic union** – 5 Appointed and unaccountable union reps who are bought and paid for by the teamsters union voted to deliver this to you after 8 years of concessions.

It is clear after reviewing the teamster “Highlight sheet” that the teamsters do not have the ability, experience or resources to bring back a decent contract for United mechanics.

A week after they claimed to have a T/A the negotiators have not seen the final document and are still reviewing language. This clearly shows to the membership the lack of professionalism and experience on the teamster negotiating team. ***During the SFO Craft meetings teamsters negotiators could not answer questions about the T/A without Clacy Griswold. His history at SWA this spells trouble for UAL mechanics!***

Let's look at this “highlight summary” and see what it's all about.

First we all must understand that to get back what we gave up in bankruptcy is a good thing, but the truth is these are things we have already had. We expect to negotiate from there. So what have they done for us?

Wages

1. **2002 wages** - Why did the IBT settle for 2002 wages when United has 8.7 billion in unrestricted cash? The AFL-CIO unions like the IAMAW, UAL Flight Attendants and Pilots are currently in mediation negotiating full restoration of their contracts and increases starting from their pre bankruptcy wages.
2. **No Retro Pay** - So much for tough talking Teamsters. They gave every excuse in the book about this. So what is true? Continental mechanics received a signing bonus of up to \$6000 **and** Retro Pay.
3. **Retro signing bonus equal to CAL cleaners.** The teamsters gave United mechanics the same bonus as the Continental cleaners. That clearly shows how incompetent this negotiating committee was!
4. **Two .70 cent annual base raises** These raises are an insult and will only put us farther behind.
Any pay increases will be wiped out by the health care increases in 2 years, thanks to the teamsters.

You have seen this T/A before, It is the 2010 CAL mechanics T/A (***without the retro and signing bonus***) **Down to the penny the same weak contract.** ***Any UAL mechanic that settles for this contract is selling themselves and their families short. American Airlines offered their mechanics \$39.60 an hour and Southwest mechanics are paid \$43.00 an hour.***

Pension

1. **No teamsters pension plan with triple credits for years of service for mechanics above 52** – This was a big reason our senior mechanics were suckered into signing teamsters' cards to begin with, **United Airlines stated flatly during in negotiations they will not join the WTCP pension plan.**
2. **Temporary 401K increase** – This small increase is only for an undefined transition period. This language also allows the teamsters to move the 401k contributions into a union fund at a later date without a vote of the membership. **The highlight sheet doesn't even specify the percentage amount.**

Benefits

1. **Medical, Dental and Vision** – The UAL mechanic current Medical Plan expires 1/1/2013. The only option left will be the CAL mechanics plan with costs that will erase our pay increases in this T/A. **This was not a UAL mechanics contract proposal so why did they give this language up?**
2. **Retiree Medical Benefits** – UAL Mechanic Retiree Benefits will now expire on 1/1/2013. After promising our senior mechanics ready to retiree a “ponzi scheme” union pension, the teamsters gave away our retiree medical benefits. **Every UAL mechanic should sign an IAM card for the termination of our retiree medical benefits.**

This will be the last contract for many of our senior mechanics, who will now face their final contract with lower wages and no pension benefits and increases in their medical costs for the rest of their career.

Scope Language

1. **OSV Scope language and outsourcing limits eliminated** - The IBT removed the labor protections negotiated in 2005 by mechanics, for the vague and ambiguous language they currently have in the Continental contract that is not enforced by the teamsters union.
2. **Lead to mechanic ratio eliminated** Is this strong scope? *Why wasn't it in the highlight sheet?*
3. **Seven day coverage at the base**, Is this strong scope? *What else are they hiding from us?*

95% of the Scope language items listed on the teamsters “highlight sheet” already existed in our contract.

The Teamsters and their appointed paid for business agents voted for this T/A.

What did you expect from the same guys who drove the IAM into the ground at UAL ten years ago? The truth about the teamsters is reflected in this T/A it is poor just like their representation over the last three years.

Every other Union on the property is asking for full restoration of wages and increases to industry leading wages. Why doesn't the IBT?

- United Flight Attendants are in mediation they will need a 30% raise in their hourly rate, just to match what the IAMAW represented flight attendants currently make at Continental Airlines!
- United Pilots are in mediation and will need a 30% raise in wages to reach industry leading pay. United Pilots will need 15% to match Continental and 15% to reach Delta Airlines.
- United mechanics need a 30% raise to reach the wages that American Airlines management offered to their mechanics in 2010! We were industry leading prior to bankruptcy.

Every AFL-CIO union at United is negotiating full restoration and industry leading wages. We deserve the same. Do Not accept this weak teamster T/A. Don't be a victim of poor wages and representation another 4 years. With the IAMAW, the largest union on the property at United Airlines we can negotiate the best contract possible for our mechanics. **Now is the time for change. Sign an IAMAW authorization card today.**

The Mechanics for Change Committee

Summary Sheet for the Amended International Brotherhood of Teamsters – United Airlines CBA for Mechanic and Related Members March 20, 2011

This document highlights some of the most important elements of the Tentative Agreement that has been reached between the International Brotherhood of Teamsters and United Airlines for the Mechanics and Related craft. It is meant only to be a summary describing what the Negotiating Committee believes are some of the more important changes to the contract. It should not be read in isolation, and is not itself the Tentative Agreement: the Tentative Agreement will soon be posted on IBT Airline Division website, and you will be able to review it then. In addition, the Tentative Agreement will be mailed to each member, along with voting instructions, in the near future. Membership meetings to discuss the Tentative Agreement will also be scheduled around the system shortly.

COMPENSATION

Technicians			
BASE HOURLY PAY: 2010-2012 TENTATIVE AGREEMENT			
With 13 or More Years of Service, 2 Licenses and Line Premium			
Effective Dates:	Day Shift	Afternoon Shift	Evening Shift
Date of Ratification	\$35.22	\$35.73	\$35.80
July 1, 2011	\$36.06	\$36.57	\$36.64
July 1, 2012	\$36.92	\$37.43	\$37.50

- \$3,000 past wage credit payment Teamsters concession to UAL
- Moving expenses now spelled out with \$12,000 cap Teamsters concession to UAL
- Increase in line premium .30 DOR, .40 7/1/2011, .50 7/1/2012
- Increase in longevity pay \$1.00 after 12 years
- Increase in shift pay swings .51 and Midnights .58 (leads .54 and .61)
- Per Diem \$1.95 Domestic \$2.50 International Teamsters concession to UAL
- Increase in License pay Teamsters concession to UAL
- Grandfather of license pay PV/GQ
- Increase the number of employees receiving second license pay
- Annual Tool allowance

SCOPE

- Furlough protection for all employees on the System Seniority List
- Point protection for the SFO Maintenance base for all Employees on active or on approved leaves of absence as of the effective date of the New Agreement, and for all Employees furloughed from the San Francisco Maintenance Center who are recalled to the SFO Point within 60 months following the effective date of the New Agreement.
- Retains the prohibition on the sale, lease, etc. of the SFO Maintenance Center
This was existing UAL Mechanics Language
- Reestablishes Aircraft Mechanics in EWR and PHL
- Reestablishes PV/GQ in HNL and BOS
- Opens LAS and PHX to PV/GQ
- Expressly prohibits the Company from contracting out work, subject to limited exceptions.
- Limits the Company's use of the "traditional and customary" outsourcing exception to station-by-station histories, as opposed to system-wide histories
This was existing UAL Mechanics Language
- Adds new contracting out limitations containing trigger provisions requiring the Company to hire additional full-time personnel
- LOA establishing local scope and contracting out committees for PV
- System committees for Aircraft and GQ on scope and contracting out issues
- Expressly prohibits Supervisors and other managerial personnel from performing bargaining unit (scope) work.
This was existing UAL Mechanics Language
- Provides for an expedited dispute resolution procedure to resolve scope disputes
- Employees working on International Field Trips are now covered for most purposes under the Agreement
- Retains existing (2005-2009) Agreement's provision to honor lawful picket lines of the Company's (domestic) employees at domestic locations.
This was existing UAL Mechanics Language

DEFINITIONS

- New Article
- Clear definition of emergency

CLASSIFICATIONS

- Establishment of bid areas **This was existing UAL Mechanics Language**
- MPA's added to agreement
- Grandfather of all former qualifications (except in MM if employee leaves voluntarily, need A&P to return)
- No expiration of bid area qualifications **This was existing UAL Mechanics Language**

SENIORITY

- Retention of lifetime recall rights **This was existing UAL Mechanics Language**
- Management cannot displace employees on return from full time promoted status

REDUCTION IN FORCE

- New Article on layoff and recall
- Significantly Enhanced exercise of seniority rights
- Enhanced severance pay

HOURS OF SERVICE

- Bi-annual shift bids
- New day and shift trade policy
- Definition of adverse conditions (e.g. weather conditions)

HOLIDAYS

- Two additional floating holidays **Snap back to 2003 CBA**
- Provision to move holiday if it falls on day off **Snap back to 2003 CBA**
- Increased pay for Holidays worked **Snap back to 2003 CBA**

VACATION

- Retained accrual rates This was existing UAL Mechanics Language
- Unlimited DATs
- DAT by the hour
- Variable use option (e.g. 401k or sick bank non occupational)
- Enhanced bidding rules (slots)

LEAVES OF ABSENCE

- Increase to 5 days for death in family
- 5 days for family emergency
- Increased options for leaves

SICKTIME

- Elimination of paragraph 14 G
- Non occupation sick bank increased 1600 hours
- Sick pay at 100% Snap back to 2003 CBA

FIELD SERVICE

- New Article allowing 1 $\frac{3}{4}$ pay block to block
- International Field Service selected the same as domestic

TRAINING

- New Article directing training selection by seniority
- Overtime rate paid for all training outside of regular work hours
- Lead pay for OJT training of more than two other Mechanics

- Training LOA for full time trainers based on seniority and qualifications

SAFETY AND HEALTH

- LOA flight safety committee
- Pay for safety shoes if required

BENEFITS

- 401(k) increase for transition period, until eventual DB plan is negotiated.
- **Keep current Medical, Dental and Vision till 1/1/2013** **Teamsters concession to UAL**
- **Keep current Retiree Benefits till 1/1/2013** **Teamsters concession to UAL**
- LOA on committee to explore alternative health and medical coverage

OVERTIME

- **Reinstate double-time** **Snap back to 2003 CBA**
- **Call-in Overtime minimum of 4 hours** **This was existing UAL Mechanics Language**
- Improved distribution rules

GRIEVANCE PROCEDURE/DISCIPLINE

- Improved grievance procedure
- **New Third Step Joint Board of Adjustment** **Teamsters concession to UAL**
- Letters of discipline removed after one year
- Progressive Discipline to run on different tracks for different types of offenses (e.g. Sick time, Job performance, etc.)

BOARD OF ARBITRATION

- **New Article allows selection process for Arbitrators** **This was existing UAL Mechanics Language**

GENERAL AND MISCELLANEOUS

- Two years to get required licenses
- Increase to \$7000 for tool box replacement
- If 20 minute travel time to employee parking, parties discuss alternatives
- Reduction in force badging protection

TRANSPORTATION

- New paragraph allows employees with 20 years of service who resign 7 domestic and 1 international space available passes

DURATION

- Amendable date of 12/31/2012

TRANSITION

- Grandfather current employees in current work areas
- Commitment to explore a defined benefit plan
- Profit sharing **This was existing UAL Mechanics Language**
- PV/GQ will ultimately report to Tech Operations

AMALGAMATION

- Within 120 days of ratification file for single carrier status
- Commence and complete integration as soon as practicable
- As soon as practicable, enter into negotiations for joint agreement