

Truth about the Teamsters at United Airlines

"Best Contracts in the Industry" - 2008 Committee for Change Vol 2 Issue 12

"The Airline Division's goal is to successfully bargain wages, benefits, and work rules that are in the forefront of our industry" Rich Petrovsky 2007 Committee for Change - "Why should I fill out a Teamster Card"



Now as a lifetime appointed Teamsters Business Agent he has changed his tune. On February 3, 2011 Petrovsky stated in a crew briefing to SSR mechanics;

"If you are not happy with the wages we bring back then maybe you should go work for another carrier." - Quote from appointed teamsters B/A Rich Petrovsky

Let's be clear, if anyone is leaving it will be Petrovsky and his failed teamsters union. Petrovsky is now pushing for 2002 wages, a C Scale progression for mechanics and the surrender of all current Scope language and medical and retiree medical benefits. The IBT sold UAL mechanics on false promises and deception. They now threaten their own union brothers who speak against this T/A, and deceive United mechanics to accept this concessionary contract. **We can replace the teamsters in less than 3 months, that time and effort is worth full retro pay!**

"15 years' credit for only 5 years of participation!" - 2007 WCTP Teamsters Pension Plan Update



"Participants can earn up to 10 years of past service credits and 5 years of contributed credits after only 5 years of participation... 15 years' credit for only 5."

Now as a lifetime appointed Teamsters BA Paul Molenburg is pushing a miserable 1% 401k contribution and the termination of our current Retiree Medical Benefits As an appointed IBT rep Paul Molenburg is in the teamsters WCTP plan; our dues are paying for his pension benefits and retiree medical benefits. **The contract he endorses eliminates scope and terminates our Active & Retiree Medical Benefits on 1-1-2013!**

What a fraud! The WCTP Pension Plan he promised to you has lost 70% of its multiplier in the past ten years.

"Teamsters negotiate the best scope and job protection language in the industry

"At Teamster represented carriers there have been no loss of Jobs" - 2008 CFC Vol 2 Issue 8



Clacy Griswold is a lifetime appointed Teamster Local 986 REP he is responsible for negotiating the biggest concessionary contract in United mechanics history!!!

UAL mechanic Scope and Job protection language was "gutted" from our contract. Seniority rights for furloughed mechanics were reduced and the teamsters have introduced a 7 year mechanic pay scale into our contract. **Under teamsters representation United maintenance outsourcing has increased and scope language was not enforced.**

Griswold and his appointed union representatives have dismantled a contract that was built over 50 years by our United mechanics. He recommends that you vote yes to replace our existing contract for the vague and ambiguous Continental contract built from the company handbook 10 years ago.

“The Teamsters Union has informed our committee that they will seek to open our contract for negotiation upon their certification” - 2007 Committee for Change “Get Back to the Negotiating Table”



Dave Saucedo now a lifetime appointed Teamsters BA stated the Teamsters wisely rejected the vote of UAL mechanics to open the contract after IBT certification.

Saucedo a UAL mechanic appointed by Local 986 officers over Horizon mechanics was involved in contract negotiations that led to the Teamster LOA allowing the outsourcing of heavy maintenance. During that time 35% of Horizons mechanics were furloughed.

Dave’s negotiating “skills” were involved in the removal of our UAL Scope and Outsourcing restrictions. Working and furloughed mechanics at United and Horizon both acknowledge your poor negotiating skills. Using Dave’s analogy about “negotiations and a car”, he has given us an “exploding Pinto” of a contract.

“Teamsters Question UAL Pension Termination” Committee for Change Vol 2 Issue 3



Jim Connolly was impressed with the Teamsters promises to investigate the UAL pension terminations with the PBGC in 2008. Three years after Teamsters certification there has been no investigation of the UAL PBGC terminations.

To add insult to injury Jim Connolly voted to terminate UAL Mechanic Retiree medical benefits and medical coverage on 1-1-2013 and a 1% 401k Nice Job!

Connolly now a lifetime appointed Teamsters business agent will have his own Teamster retirement and benefits that you will pay for with your dues money.

The last three years of teamsters representation prove he could care less about your terminated pensions.

“During Teamster represented contract negotiations you will be kept fully informed...there will never be a mystery as to what has been accomplished.” Committee for Change Vol 2 Issue 9



Bobby Fisher and the Teamsters promised mechanics would be “fully informed”. Individuals like Bobby were handpicked for positions and negotiations based on their loyalty to the Teamsters over the rights of UAL mechanic membership.

Bobby Fisher now a lifetime appointed business agent had no reservations about negotiating in secret or crossing a strike line of workers without a contract.

Bobby and the teamsters negotiating committee threw out a 50 year old agreement with Scope and language built by our mechanics. They replaced it with a pathetic 10 year old IBT contract that is built from the Continental mechanics “1997 Employment Policy”.

During secret negotiations Bobby and the IBT gave up Scope language, outsourcing limits, UAL Line and Base mechanic protections and introduced a new 7 YEAR PAY Scale. He and IBT negotiators had no problem surrendering our families’ medical benefits. He claimed at IBT road shows it was a good deal! These IBT reps are covered by teamsters union benefit plans that you pay for, that’s why they voted for this T/A. *He now recommends that you vote for the biggest concessionary contract in our history!*

Your new T/A is a reflection of these lifetime appointed yes men, who are paid to serve the teamsters union first. They receive pensions and benefits to remain loyal to their teamster bosses. Their IBT motto “securing our future” could never be more appropriate.

Technical Operations



Employment Policy

EFFECTIVE: OCTOBER 18, 1993
AMENDED: APRIL 15, 1997

Continental

**TECHNICAL OPERATIONS
EMPLOYMENT POLICY**

(T.O.P.)

**For
Technical Operations,
Facilities Maintenance,
GSE, & Material Services Employees**

**Effective: October 18, 1993
As Amended: April 15, 1997**

CHAPTER 4

SENIORITY

A. COMPANY SERVICE DATE

An employee's Company Seniority, or "Company Service Date", begins on the date the employee is placed on the payroll and reflects adjustments for periods of inactive service, as long as the employee has not been separated from Continental employment. An employee's Company Service Date is based on length of active service with the Company. Company Service Date determines benefit eligibility, vesting in benefit programs such as retirement, rate of vacation accruals and vacation bidding, pass travel boarding priority, and service pins/awards. "Company Service Date" should not be confused with craft seniority which is used for most bidding purposes in the TOP.

B. PAY SENIORITY

For classifications covered by the TOP, pay seniority, (often referred to as longevity), determines the individual's position on the pay scales. 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.

1. Employees going from one classification to another classification, whether ranked higher or lower, within the same craft carry with them their pay seniority.
2. Employees going from one classification to another classification, whether ranked higher or lower, within different crafts will have a pay seniority date based on the craft seniority, if any, that they have retained/accrued in the craft into which they transfer.

CHAPTER 12

SICK LEAVE, OCCUPATIONAL INJURY PAY AND WORKERS COMPENSATION

A. Sick/Occupational Injury Pay

The purpose for providing paid sick/occupational injury time is to provide the employee the necessary time off to recuperate. An employee on paid sick /occupational injury leave, may not accept employment or receive pay for services from any other organization without prior written approval from the employee's supervisor/manager and Employee Relations.

B. Definitions

1. Sick Pay - is pay to an eligible non-probationary employee who cannot perform the employee's regular duties because of sickness (physical or psychological) or non-occupational injury, including maternity. Sick pay may also be utilized when an employee's presence would jeopardize the health of others because of exposure to a contagious disease. Sick pay does not cover time for routine physical examinations or dental check-ups. Pay during a period of sick absence will be based on the employee's base rate and scheduled hours.
2. Occupational Injury Pay - is pay to an eligible non-probationary employee unable to work because of an injury on the job at Continental. The injury must be one that is covered by the applicable state Worker's Compensation law and verified in writing by the treating physician. Pay during a period of occupational injury absence will be based on the employee's scheduled hours. Pay received from the Company for an occupational injury, will be at a rate equal to the employee's base rate, reduced by the amount of Worker's Compensation Temporary Disability Pay, which will be received directly by the employee from the Company's insurance carrier, or the state.
3. Worker's Compensation Temporary Disability Pay - is pay to an eligible employee unable to work because of an injury on the job at Continental. The injury must be one that is covered by the applicable state Worker's Compensation law and verified in writing by the treating physician. Pay during the period of occupational injury absence is based upon a seven-day work week, whether or not an employee is scheduled to work.

Payment for occupational injury by the Company's insurance carrier, or the state, is generally set at a percentage of the employee's average weekly wage. However, this rate and the maximum weekly payment may vary from state to state. Occupational injury pay (described above), is used to make up the difference between Worker's Compensation Temporary Disability Pay and the employee's base rate of pay.

4. State Mandated Benefits - are disability income benefits required by law in certain states. State mandated benefits may require payments from an outside source. In no event may an employee be entitled to state mandated benefits and sick/occupational injury pay in excess of the employee's normal pay rate. Adjustments to reimburse any excess compensation may be made by payroll deduction after the employee has received notification of the intent to do so. Any such adjustments will not result in restoring those hours to the employee's accrued sick/occupational injury pay credits.

C. Sick and Occupational Injury Accrual

Full time employees accrue eight hours of sick pay credits and eight hours of occupational injury credits, for each month that an employee is in a paid status, up to a maximum of 1000 hours for sick pay and a maximum of 700 hours for occupational injury pay (See Appendix E).

D. Commencement and Payment of Paid Sick Time

Sick time is paid based on the number of hours in the employee's regular work schedule. Pay will be at the employee's normal rate until his/her sick bank has been exhausted.

E. Commencement of Paid Occupational Injury Time

Occupational Injury Time is paid based on the number of hours in the employee's regular work schedule. An employee's failure to report an injury to the employee's supervisor at the time of the occurrence, may result in an employee not being paid for the first eight hours of each continuous absence. However, a Manager or Director has the discretion to pay for the first day of occupational injury based on the individual circumstances.