

Truth about the Teamsters at United Airlines

UAL Mechanic Wages vs. SWA Mechanic Wages

In 2002 IAM UAL mechanics rejected a PEB and negotiated industry leading wages and benefits. Our history shows we can achieve an industry leading contract with the IAM and AFL-CIO unions at UAL.

United Airlines Mechanic Pay

Industry Leading in 2002 - \$35.72

UAL IAM Negotiated Wages 2004

\$38.12

Southwest Airlines Mechanic Pay

2nd in industry 2002 - \$35.68

SWA Negotiated Wages 2004

\$37.93

The concessionary teamsters 2011 UAL T/A offer of \$35.22 is less than what an IAM UAL mechanic earned ten years ago!

Industry leading SWA Mechanic current 2011 wages

\$43.03

We are \$11 behind the same industry leading wages we sacrificed to make United Airlines the # 1 global airline. UAL Mechanics helped restore United Airlines to # 1 again. The restoration of our wages is well deserved.

Our ability to achieve industry leading wages and benefits are non existent with the appointed concessions pushing teamster negotiators and their inexperienced airline division leaders.

The teamsters failed T/A which surrendered our 50 year contract and medical benefits proves that without a doubt. With these same teamster leaders and their appointed negotiators, mechanics will still be kept in the dark. UAL mechanics can do better than the weak T/A that these same teamsters endorsed and called "industry leading" ***The word is already out from mgt...the ibt and UAL will just reshuffle the same cards.***

EVERY UNION AT UNITED is fighting for industry leading pay and benefits.... except the teamsters.

We can raise Continental mechanics wages and benefits by using the UAL mechanic contract as a baseline. We should defend the defined language, outsourcing limits and protections we have fought for over 50 years, including a superior Medical Benefits Plan.

In a teamster negotiated amalgamation UAL mechanics could lose everything we have built over 50 years!

Our goal should be to restore our status in the airline industry as leaders in maintenance and pay. We need to preserve and defend our UAL Mechanics CBA language and Medical Benefits.

In 2011 our goal should be above the Industry leading SWA Mechanic current 2011 wages of \$43.03

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

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%

SUMMARY OF TENTATIVE AGREEMENT

IAM DISTRICT 141-M and UNITED AIRLINES PRINCIPAL ECONOMIC TERMS

February 18, 2002

Item	<p style="text-align: center;">Rejected</p> <p style="text-align: center;">PEB/Company Proposal</p>	<p style="text-align: center;">Tentative</p> <p style="text-align: center;">Agreement</p>
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.
<p>2. Payment of wage and premium increases</p>	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.
<p>3. Base Wage Rates — Mechanic and Higher</p>	<p>15.0% — 7/12/00</p> <p>8.74% — DOS</p> <p>3.0% — DOS + 1 yr.</p> <p>3.5% — 5/1/04</p>	<p>15.0% — 7/12/00</p> <p>5.5% — 12/1/01</p> <p>3.1% — DOS</p> <p>3.0% — DOS+1</p> <p>3.5% — 5/1/04</p>

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.