

Truth about the Teamsters at United Airlines

Teamster Industry leading concessions

No Union in UAL history has surrendered the entire CBA except for the failed teamsters

The teamsters UAL appointed negotiators have put the UAL mechanic membership in a concessionary and unforgivable negotiating position by endorsing their ibt concessionary T/A as “industry leading” in March 2011.

Teamsters “industry leading” ...maybe in concessions.

The teamster’s leadership and negotiators tried for 2 months to sell their concessionary tentative agreement to the United Airlines mechanics claiming it was “industry leading”. Now the company is using teamsters’ campaign propoganda and the words of their own ibt leaders and negotiators against them.

Now the Company has hung that same failed ibt concessionary T/A around their necks for all future teamster UAL mechanic negotiations.

October 27, 2011 teamsters UAL negotiations update;

“The Company made their priorities known later in the day and informed the committee that the overall economic package would need to mirror the previous tentative agreement.”

The ibt and UAL will reshuffle the same concessions in any future teamsters negotiated T/A.

The teamsters UAL negotiating committees first mistake was to follow the 10 yr old ibt Continental contract.

The Continental contract is merely a rewrite of the non union Tech Ops (Tops) employee handbook and contains vague language, poor Scope Language, poor Seniority rights, and Medical Benefits. CAL ibt medical benefits are substandard and not protected under the CBA. The ibt CAL CBA has not changed significantly since the company controlled it in 1997.

Continental ibt appointed mechanics attempted to explain the T/A to UAL mechanics at their road shows because very few UAL ibt negotiators could answer questions from the United mechanic membership.

The only thing the UAL mechanic negotiators and business agents could do at the road shows was to read and mumble back the T/A language blindly to the audience and then look back to their ibt CAL counterparts to explain what they just read to the UAL mechanics at the road show meetings.

The teamsters have put the entire United mechanic membership in a concessionary and untenable position by pushing concessions. The mechanics at UAL will lose 50 years of negotiated contract language and benefits if we don’t replace the teamsters union as the bargaining agent at United Airlines.

Our families can no longer risk our futures with this weak ibt representation that is focused on concessions. It’s time to vote them out!



Negotiations Update – October 27, 2011

The parties met starting on the 25th and the Union presented their opening proposal. The proposal included the items addressed in the bargaining survey as priorities including maintaining the current medical coverage, retro pay, buyouts, lead ratios, and the inclusion of an EAP LOA.

The Company made their priorities known later in the day and informed the committee that the overall economic package would need to mirror the previous tentative agreement.

The parties passed counters through the week. Minor progress was made but the parties remained far apart on the major issues at the end of the week.

Due to the Union's proposal regarding buyouts, the Company engaged its accountants to cost out the proposal and expect to have an answer for the Union when the parties reconvene on November 10th in Chicago.

The bargaining committee remains committed to achieving the priorities as expressed through membership feedback over the last several months.

In addition, Marcel Delhommeau announced that previously outsourced B757 sub Continental landing gear work is being brought in house to sub United in San Francisco starting during the month of January.

In attendance for the Union were Local negotiators Larry Calhoun – NYC, Jay Koreny – IAD, Mike Pecoraro, Scott Baroni – ORD, Mitch Hunt, Scott Brown – DEN, Roger Apana – HNL, Dion Cornelious - LAX, John Lauren, Don Stevens, Mark DesAngeles – SFO, Business Agents, Javier Lectora - 856, Rich Petrovsky, Dave Saucedo, Dave Elmore – 986, John Hennelly – 455, George Graham, Kevin Giegoldt – 781, Ralph Salzano – 210, for the Division Joseph Prisco SFO, Ken Meidinger DEN, Representatives - Clacy Griswold, Paul Alves, Bob Fisher, IBT Legal - Ed Gleason, and Labor Economist - Norman Weintraub.

In attendance for the Company were Doug McKeen, Joe Ferreira, Marcel Delhommeau, Jeff Wall, Anil Khorana, Juan Ruiz, Ray Ames, Anita Davis, Michael O'Dell, Mark Prpich, Kathy Cassley, Gary Kaplan, Kellee Allain

Teamsters Airline Division Delivers Industry-Leading Contracts

The Teamsters recently reached a tentative agreement for mechanics at UAL, which will be voted on soon. Also, Southwest Stores workers recently ratified their contract. Below is a summary of the highlights in **each of these industry-leading contracts.**

UAL Mechanics Tentative Agreement

- Elimination of poorly written attendance language.
- No point system.
- Sick pay increase.
- Best job protection/scope language in the industry that protects against furloughs and outsourcing.
- New language to capture and create in-house work.
- More than \$5/hour wage increases over a 15-month period.
- \$3,000 wage credit payment.
- Longevity pay increases.
- Increased field service pay.
- Increased line premium pay.
- Second license premium pay increase.
- Increased options for personal leave.
- Increase in company contributions to 401(k) plan.
- Streamlined grievance process.
- Two more floating holidays/increase in pay for holidays worked (21/2X).
- If ratified, Teamsters will return to table within 120 days to negotiate an amalgamated agreement.
- And more.

SWA Stores Contract

- Pay increases: 13.5 percent increase retroactive to August 2008; 4 percent August 2011; 2 percent August 2012.
- Best pay for stores in the industry. Top out: materials specialist, \$24.80; lead, \$25.87.
- Brought GSE stockroom back in house.
- Increased protection in event of takeover, merger, sale, acquisition or bankruptcy.
- Increases in shift differential pay.
- Increases in longevity pay.
- 12 paid holidays.
- Increase in accrued sick leave.
- And more.

NOTE: UAL tentative agreement and SWA contract can be reviewed at www.CAL-UALTeamsters.com



Teamsters United.
United We Win.