

# Truth about the Teamsters at United Airlines

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## Medical Plan givebacks are still on the table LOA #29 – The Termination and Replacement of UAL Mechanic Medical Benefits

**UAL Corporation and teamster negotiators are still intent on changing Medical Benefits. Letter of Agreement #29 remains in this T/A to terminate during the term of this contract our current Medical and Retiree Medical Benefits. They claim no changes can occur to our medical benefits without a vote of the mechanics, but that statement is not in LOA #29**

**The ibt CAL Medical Plan deductibles and monthly premiums are double what we pay today, there is no free HMO option. This increased medical cost that UAL mechanics could be forced to pay will wipe out the one time “signing bonus” this year and every year after for the rest of our careers.**

**On October 23, 2011 UAL CEO Jeff Smisek held a town hall meeting for employees in SFO to discuss the year long progress of the merger between United and Continental. Teamsters’ supporters were told to wear Band-Aids as a symbolic protest against the company taking away the mechanics medical benefits.**

**Ironically, the teamsters’ leaders and negotiators willingly surrendered our medical benefits for a possible “teamster sponsored” medical plan. The ibt is the only union at United to voluntarily surrender their members Medical Benefits. [Read the LOA #29-1 Health & Welfare Exploratory Committee.](#)**

**Backwards negotiations by the teamsters will destroy our Contract and Medical Benefits Plan** The teamsters’ negotiators are trying to shove the substandard teamsters’ Continental Employment Policy (TOPS) contract on our United mechanics. **Under their ibt contract CAL Medical costs can increase 20% every year.**

**The teamsters Continental Medical Benefits cost the mechanic with a family more than our \$11,500.00 signing bonus. Mechanics with a family could pay more than \$5.65 per hour or \$11,750.00 dollars every year. The cost for a teamster’s health and welfare plan is unknown.**

March 16, 2011

Captain David Bourne  
Director, Airline Division  
International Brotherhood of Teamsters  
25 Louisiana Avenue, N.W.  
Washington, DC 20001

Dear Captain Bourne:

The parties agree that, within thirty (30) days of the ratification of the Agreement, they shall establish a joint committee to explore and consider all opportunities to provide health and medical coverage (including retiree medical) to the Employees as a viable, cost-effective alternative to the Company's (including Continental's) medical plan. The Company and the Union will, each at their own expense, provide experts to assist the committee. Additionally, the Company and Union will, upon the execution of a mutually acceptable confidentiality agreement, provide the necessary documentation and information required by the committee to perform its duties. The committee will, upon completion of its duties, furnish to the Company and Union a report containing its findings and recommendations, including any and all recommended alternative health and medical plans, including multiemployer welfare benefit plans. To the extent the Company and Union agree upon such an alternative plan, they will work in cooperation and coordination with one another to implement the plan as soon as practicable, including during the term of the existing Agreement.

Sincerely,

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P. Douglas McKeen  
Senior Vice President Labor Relations

Agreed, this 16<sup>th</sup> day of March, 2011:

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David Bourne  
Director, Airline Division  
International Brotherhood of Teamsters