

# Truth about the Teamsters at United Airlines

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## UAL teamsters' 401k loss

**Teamsters' negotiators cost United mechanics thousands in 401k contributions and taxes. That is the price we pay for poor teamsters union representation at United Airlines.**

For a month teamsters negotiators held meetings on company property to sell their concessionary agreement. They would not endorse it, and couldn't answer most of the basic questions concerning the "new" agreement.

The teamsters came back to the UAL membership with an \$11,500 signing bonus that was less than what UAL mechanics were owed in retro pay. Again they promised they would get more in amalgamation. It has been nearly a month since ratification and it is clear that UAL teamsters' reps don't understand the CAL contract they brought back or the impact it will have on our membership. They call them "transitional issues" we call it teamsters' incompetence.

### **Continental mechanics could place 100% their retro and signing bonuses in 401K**

Plus a one million lump sum reserve to be allocated and paid to CAL mechanics. \$1,000,000.00 divided by 3500 CAL mechanics equals \$ 285.00 per mechanic. **LOA #2-1 Signing Bonus and Retroactive Payments (see attachment)**

Continental mechanics received, full retro pay, a signing bonus, and a lump sum payment with the right to put 100% of their signing bonus and retro into their 401k fully sheltered from taxes. Our teamsters union failed to provide the same rights to UAL mechanics. **Thanks to the teamsters, United mechanics and our families lost thousands of dollars.**

*When you see a UAL teamsters appointed negotiator on the floor thank them for their "service" to you and your family. Teamster representation has cost us thousands in lost wages, lost contract benefits, outsourcing protections and contract language. **Teamsters' contract amalgamation will further erode our contractual rights.***

**UAL mechanics who wanted to settle the contract before changing representation have paid a heavy price for the concessions delivered by the teamsters...a \$6000 signing bonus thanks to the tax man and the teamsters.**

The teamsters union and its appointed negotiators have destroyed a 50 year contract built by the mechanics at United Airlines under the IAM and AMFA for a one time \$6000 dollar payment. **It is time for change.**

**The teamsters have been a complete failure at United Airlines and now UAL mechanics Dues are going up!**

We have no Local representation; mechanics in San Francisco are divided for our dues money. To add insult to injury after taking huge concessions in UAL mechanic contract language, the teamsters' union dues will go up.

**NOW is the time to restore our own mechanics union at United Airlines to protect our few remaining contractual rights and to finally take a stand for the wages we deserve.**

# Continental ibt mechanics 2010 T/A Language

Tentative Agreement

## LOA #2-1 Signing Bonus/Retroactive payments

<date>

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

Dear Captain Bourne:

This confirms our discussion and agreement concerning signing bonuses, retroactive and lump sum payments to be paid to Technician and related employees upon ratification and execution of this collective bargaining agreement.

- A. We have agreed that the Company will provide signing bonus payments in the following amounts to employees covered by this Agreement, as soon as reasonably practical following the date of signing of this Agreement but in no case will it be later than November 15, 2010.

<u>Completed Years of Company Service</u>	<u>Technicians</u>	<u>Utility Specialists</u>
<u>0-5 years</u>	<u>\$ 500.00</u>	<u>\$ 250.00</u>
<u>6-12 years</u>	<u>\$ 2000.00</u>	<u>\$ 1000.00</u>
<u>13-30 years</u>	<u>\$ 4000.00</u>	<u>\$ 2000.00</u>
<u>Over 30 years</u>	<u>\$ 6000.00</u>	<u>\$ 3000.00</u>

- B. The Company will provide retroactive payments for periods beginning on or after 1/1/2009, for incremental amounts based on the schedule of basic hourly rates and premiums set forth in Appendix A and Article 15, paragraphs K, M, O and P, as soon as reasonably practical following the date of signing of this Agreement but in no case will it be later than November 15, 2010.
- C. In addition, the Company will establish a lump sum reserve of \$1,000,000.00, to be allocated and paid to employees covered by this Agreement as directed by the Union.

Payments made pursuant to this Letter of Agreement shall be by payroll check or direct deposit (less applicable taxes and deductions) separate from regular payroll disbursements. Employees may contribute all or part of such payments to their existing 401(k) account, to the extent permitted under applicable laws and regulations without extending incremental benefits to employees not covered by this Agreement. Such contributions will not be subject to any Company matching contribution.

**United mechanics have you had enough yet? Sign your IAM card today!**  
**IAM District 145 Aerospace Maintenance - built by Mechanics**