

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Answers To Common Questions About The United Airlines Tentative Joint Collective Bargaining Agreement

Brothers and Sisters,

Members of your negotiating committee and Teamsters representatives have held roadshows about the tentative joint collective bargaining agreement with United Airlines. Here are some commonly asked questions and answers that were discussed in the 11 cities.

Q. What will happen to my benefits?

A. There will be an open enrollment in April to choose new plans. At that time the \$1.20 VEBA begins.

Q. Is sick pay paid at the base pay rate?

A. Yes – Base pay is described in Article 2 as basic pay plus all premiums.

Q. Will union dues fees or assessments come out of the retro check?

A. No. A clarifying letter was sent on October 18, 2016, striking the language in Letter of Agreement 28.

Q. What does “Furlough Recall Date” mean?

A. This is a definition of how the Teamsters Consent Decree date works.

Q. Where can I find my retro amount?

A. <http://ibt.io/ualretro>

Q. Is the SFO and IAH base protection a fence agreement?

A. No. Anyone can bid, or bump, into SFO and IAH and enjoy the same protections.

Q. Why protect the San Francisco and Houston maintenance bases?

A. Because the SFO and Houston bases provide the opportunity to bring in additional work. Protecting the members at the base protects the entire system because there is less chance of movement through bumping the system as no furloughs can take place from the largest work area on the system.

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Q. Do I have job protection?

A. Yes, all employees on the seniority list following date of ratification will have job protection, per Article 1 (Scope) and Letter of Agreement 18. In addition, during a RIF, you can use your basic classification seniority to displace to any bid area you are qualified to work at your point, you can take layoff at your station within the point or you can exercise your seniority to any junior employee you are qualified to displace in the system, per Article 6 (Reduction in Force).

Q. Will I be forced to “fixed days off” or “rotating days off” patterns?

A. No, rotating and fixed day patterns are both still offered, per Article 7 (Hours of Service).

Q. Why did I not get full retro pay?

A. Retro pay, like all items in the agreement, is a negotiated item. As the agreement is being built, each item has a value and the committee looked at the full package of economic improvements to determine when bargaining would conclude with a tentative agreement. Bargaining concluded with a tentative agreement that is industry leading and puts an additional \$195,000 in the members’ pockets on average.

Q. When will employees be able to bid into all covered stations?

A. As soon as the agreement is ratified.

Q. Why is Letter of Agreement 31 not in the agreement?

A. After Local 19 lost the ill-advised Letter of Agreement 31 arbitration case, which gutted the letter, the committee ultimately decided there was no need to keep the letter for the two cities as it was in the last, best and final offer.

Q. What is the timeline if the agreement is turned down to get back to the table?

A. As the parties are still under the auspices of the National Mediation Board it is hard to say. What is known is that nothing happens quickly under the RLA.