

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Brothers and Sisters,

Please find below an explanation of the dispute resolution and arbitration process concerning retroactive pay at United Airlines.

The lump sum payment to eligible workers is scheduled to be distributed on Dec. 28, 2016.

LOA 28, which details the distribution of the lump sum payment, provides for a challenge process culminating in a hearing before a neutral arbitrator. Arbitrator Josh Javits has been selected as the neutral arbitrator in this matter. In consultation with Arbitrator Javits, the IBT has devised the following process to adjudicate challenges. In developing this procedure, we are seeking to be fair and transparent, to avoid any ambiguity and to give workers a chance to be heard.

The dispute filing deadline is **Feb. 28, 2017**. We encourage you to file any disputes as early as possible.

Disputes should be filed in hardcopy, including the “Lump Sum Dispute Form” and any supporting documentation. The “Lump Sum Dispute Form” will be available online at ([link](#)). The dispute should be mailed to the Airline Division (address noted on the “Lump Sum Dispute Form”) and **postmarked by Feb. 28, 2017**.

Analysts for the union and the company will review each submission to confirm records and allegations to properly assess workers’ claims. If the dispute is sustained, the worker will receive notice that his claim has been upheld and the expected payment date. The dispute will be considered resolved at that point in time.

If the claims in the dispute cannot be verified, the dispute will progress to a hearing before Arbitrator Javits. The union and company will issue the worker a written “preliminary findings” explaining why the challenge was not sustained and providing instructions for participation in the hearing. This “preliminary findings” will serve as the union’s and company’s position statement at this second step.

LOA 28, Paragraph 7 states that “The Arbitrator shall conduct a hearing affording a fair opportunity for all parties to be heard and present their case.” We will endeavor to hold such hearing by the end of April 2017. Disputers will have the opportunity to participate by telephone.

Per LOA 28, Paragraph 7, Arbitrator Javits will issue his findings within 30 days of the hearing.

Any adjustments paid from the holdback amount described in LOA 28, Paragraph 3 will be paid after all appeals have been adjudicated.

This procedure will serve as a final and binding resolution of any disputes to the lump sum distribution.

If you have any questions, please contact the Airline Division at (202) 624-6848.

In Solidarity,

Capt. David Bourne, Director, Teamsters Airline Division

Robert Fisher, International Representative,  
Teamsters Airline Division

Clacy Griswold, International Representative,  
Teamsters Airline Division