


UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time

12/14/22  
15:00

**December 14, 2022**

The parties agree that the terms and conditions of the 2016-2022 United-IBT Agreement remain unchanged and in full force and effect, except as set forth, below:

**Scope**

**Modify Article 1.B Paragraph 11 as follows:**

The Company shall not perform any regularly scheduled heavy maintenance, with the exception of only B767, B777, B787, B747 and A350 fleets, in a non-U.S. location without the Union's approval. If the Company is maintaining at least six (6) total lines of heavy maintenance domestically, in-house, performed by IBT represented employees, the Company may accomplish regularly scheduled narrow-body heavy maintenance at non-U.S. locations without the Union's approval. The Company shall provide the Union with advance notice of its intent to perform narrow body heavy maintenance in non-US locations. Advance notice shall be provided to the Union as soon as practicable.

**Modify LOA #3, Paragraph 2 as follows:**

We have agreed that at least two (2) ~~one (1)~~ lines of Heavy Check work will be performed in-house by covered employees, without regard to whether such work may be contracted out under the terms of Article 1 of the collective bargaining agreement.

**Modify LOA #29, Paragraph 1 as follows:**

This letter will confirm our agreement that notwithstanding anything to the contrary in 2016-2022 Technicians and Related Agreement ("United-IBT Agreement"), and the parties' 2022 Extension Agreement, if at the effective date of the United-IBT Agreement plus 24 Months, 48 months, on the amendable date on December 5, 2024, and every 12 months after the amendable date thereafter provided no successor agreement has been reached, United Airlines, Inc.'s ("UAL") Annual Employee Wages and Benefits is not at least two percent (2%) higher than the average of American Airlines' and Delta Airlines' Wages and Benefits, then United's basic wages will be adjusted so that United's Wages and Benefits are two percent higher than said average.


**Duration (If ratified no later than January 31, 2023)**

**Modify Article 24 as follows:**

This Agreement ~~shall become~~ became effective on January 1, December 5, 2016, and shall remain in full force and effect until December ~~5, 2024~~ 5, 2022, and shall renew itself without change for successive one year periods thereafter unless written notice of intended change is served in accordance with Section 6, Title I of the Railway Labor Act as amended by either part hereto within three hundred and sixty five (365) days prior to the renewal date.



UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

**Modify Compensation as follows:**

**Article 15 Appendix A paragraph J**

**License and Premium Pay (Effective January 1, 2023, if ratified no later than January 31, 2023)**

All Technicians, Lead Technicians, and Inspectors covered by this Agreement who possess an "FCC", "Airframe (A)", or "Powerplant (P)" license, will receive an hourly license premium paid for all hours paid if required per Article 3. License premium pay will be added to the employee's basic hourly rate of pay for all pay purposes.

~~Effective a~~ All employees working in Bid Area 104 (Avionics), Bid Area 114 (Airport Communications), Bid Area 117 (Electric Harness) and Bid Area 123 (Avionics Shop RQ) who possess an FCC license shall receive FCC license pay for all hours paid. Such employees shall retain such license pay for the duration of their employment so long as they work in either Bid Area 104, 114, 117 or 123.

Regardless of the number of licenses an employee may hold license pay will not exceed the total premium of ~~\$8.505.25~~ per hour upon execution of this Agreement.

A & P License Pay: ~~\$4.25~~ for each ~~license~~ ~~2.63~~, per hour ~~each~~.

FCC License Pay: ~~\$6.004.00~~

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician Premium: ~~\$2.634.25~~

In recognition of 20 years of demonstrated excellence in the exclusive BAQ for Facilities (118), GSE (119) and Base Specialty (128), employees will receive a Facilities, GSE and Base Specialty Skill Premium increase from ~~\$4.252.63~~/hour to ~~\$6.004.00~~/hour. In no event will the skill premium exceed ~~\$6.004.00~~/hour (unless an employee is receiving an enhanced premium like that paid to welders or machinists).

Machinists / Lead Machinists Technician; Welders / Lead Welders Technician; Flamespray Technician; Lead Flamespray Technician; Plater Technician; Lead Plater Technician; Plant Maintenance – Machine Repair Technician (T-Skill within Bid Area 128); Lead Plant Maintenance – Machine Repair Technician (T-Skill within Bid Area 128); and Metrologist Premium: ~~\$8.505.25~~



UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

**Compensation**

**Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$23.74	\$26.60	\$27.39
1	#2	\$27.69	\$29.91	\$30.81
2	#3	\$29.63	\$32.01	\$32.98
3	#4	\$30.12	\$32.53	\$33.51
4	#5	\$31.30	\$33.81	\$34.83
5	#6	\$33.83	\$36.54	\$37.64
6	#7	\$36.36	\$39.27	\$40.45
7	#8	\$41.66	\$45.00	\$46.35
8	#9	\$46.06	\$49.75	\$51.25

**Lead Technicians / Inspectors**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$48.73	\$52.76	\$54.34

A&P License Max	\$5.25	\$8.50	\$8.50
Longevity Max	\$1.00	\$1.00	\$1.00
Line Pay	\$1.00	\$1.00	\$1.00
VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)	\$1.20	\$1.20	\$1.20

UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

**Flight Simulator Technicians**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
1st 6 mos	#1	\$53.43	\$57.71	\$59.44
6 mo +	#2	\$54.50	\$58.86	\$60.64

**Lead Flight Simulator Technicians (5% above top of scale base rate including longevity)**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$57.27	\$61.86	\$63.72

Longevity Max \$1.00 \$1.00 \$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)  
\$1.20 \$1.20 \$1.20

**Staff Engineers**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$42.40	\$45.80	\$47.18
1	#2	\$46.79	\$50.54	\$52.06
2	#3	\$51.20	\$55.31	\$56.98
3	#4	\$55.58	\$60.03	\$61.84
4	#5	\$56.14	\$60.64	\$62.47
5	#6	\$56.97	\$61.53	\$63.39
6	#7	\$57.51	\$62.11	\$63.97
7	#8	\$58.34	\$63.01	\$64.90
8	#9	\$58.89	\$63.61	\$65.53

Longevity Max \$1.00 \$1.00 \$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)  
\$1.20 \$1.20 \$1.20



UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

**Senior Staff Engineers**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$61.09	\$65.99	\$67.97

Longevity Max \$1.00 \$1.00 \$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)  
\$1.20 \$1.20 \$1.20

**Avionics Shop Technicians**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
1st 6 mos	#1	\$48.46	\$52.35	\$53.92
6 mo +	#2	\$49.51	\$53.48	\$55.09

**Lead Avionics Shop Technicians (5% above top of scale base rate including longevity)**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$52.24	\$56.50	\$58.19

FCC Max \$4.00 \$6.00 \$6.00

Longevity Max \$1.00 \$1.00 \$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)  
\$1.20 \$1.20 \$1.20

UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

**Metrologists**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
1st 3 mos	#1	\$48.85	\$52.76	\$54.35
Next 6 mo	#2	\$49.22	\$53.16	\$54.76
Next 6 mo	#3	\$49.69	\$53.67	\$55.29
Thereafter	#4	\$50.41	\$54.45	\$56.09

Machinist Premium \$5.25 \$8.50 \$8.50

Longevity Max \$1.00 \$1.00 \$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)  
\$1.20 \$1.20 \$1.20

**Utility Specialists**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$17.75	\$19.18	\$19.76
1	#2	\$19.89	\$21.49	\$22.13
2	#3	\$21.38	\$23.10	\$23.80
3	#4	\$23.02	\$24.87	\$25.62
4	#5	\$24.75	\$26.74	\$27.54
5	#6	\$27.05	\$29.22	\$30.10
6	#7	\$28.95	\$31.26	\$32.20
7	#8	\$29.09	\$31.42	\$32.37
8	#9	\$29.55	\$31.91	\$32.87

**Lead Utility Specialists (5% above top of scale base rate including longevity)**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$31.12	\$33.61	\$34.62

Longevity Max \$1.00 \$1.00 \$1.00

Line Pay \$1.00 \$1.00 \$1.00



UA/IBT Agreement in Principle  
2023 – 2024 CBA

Company 

Union 

Date/Time \_\_\_\_\_

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)

\$1.20

\$1.20

\$1.20

**Maintenance Planning Analysts (MPA)**

**Basic Hourly Rate**

Year	Step	12/4/2022	1/1/2023	1/1/2024
0	#1	\$21.74	\$23.48	\$24.19
1	#2	\$23.08	\$24.93	\$25.68
2	#3	\$24.41	\$26.37	\$27.17
3	#4	\$25.74	\$27.80	\$28.63
4	#5	\$27.08	\$29.25	\$30.14
5	#6	\$28.42	\$30.70	\$31.63
6	#7	\$29.75	\$32.13	\$33.09
7	#8	\$31.09	\$33.58	\$34.59
8	#9	\$32.42	\$35.02	\$36.08
9	#10	\$33.76	\$36.47	\$37.57
10	#11	\$35.08	\$37.89	\$39.04

Longevity Max

\$1.00

\$1.00

\$1.00

VEBA - paid up to a maximum of 2080 hours in a calendar year (see Article 16.G.2.d)

\$1.20

\$1.20

\$1.20