



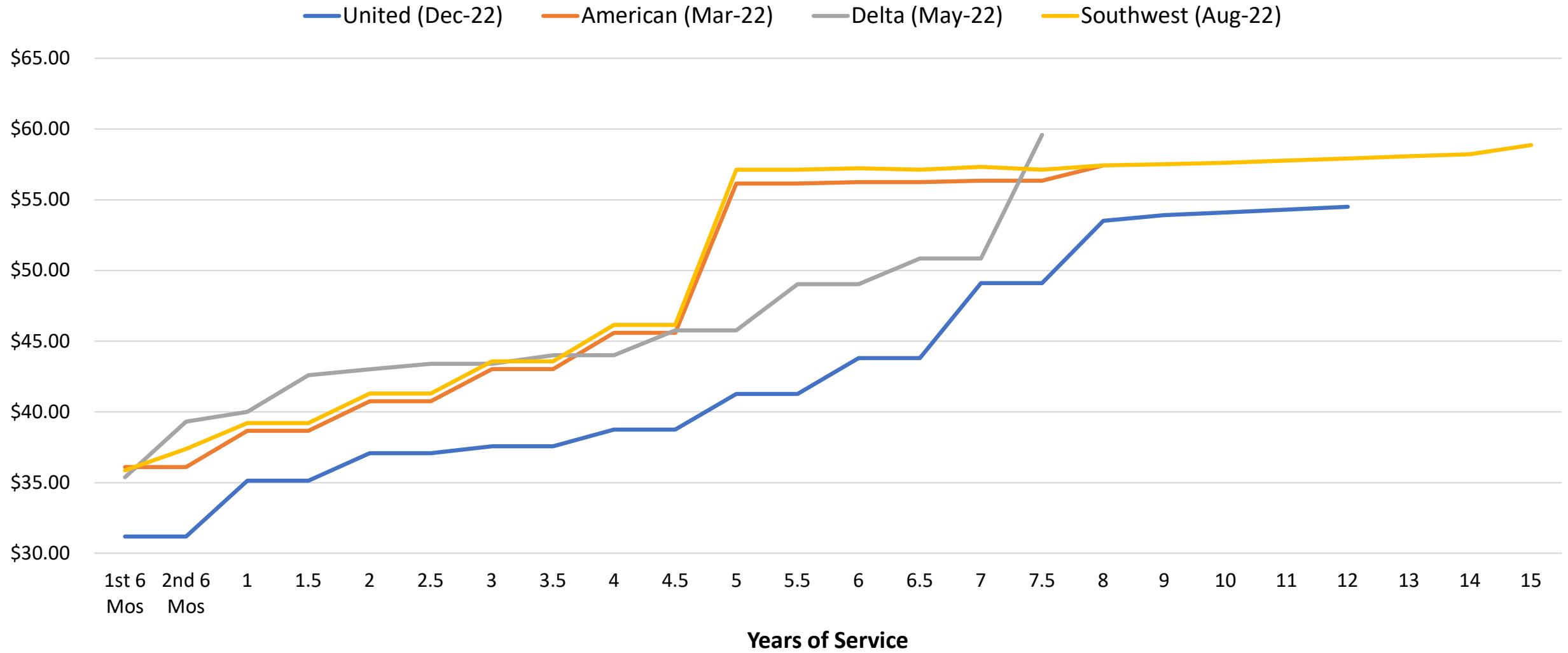
# United Airlines - Mechanics

*Review of Compensation at The Big Four U.S. Airlines*

*December 2022*

# United Airlines MX Comparison: Wage Rates

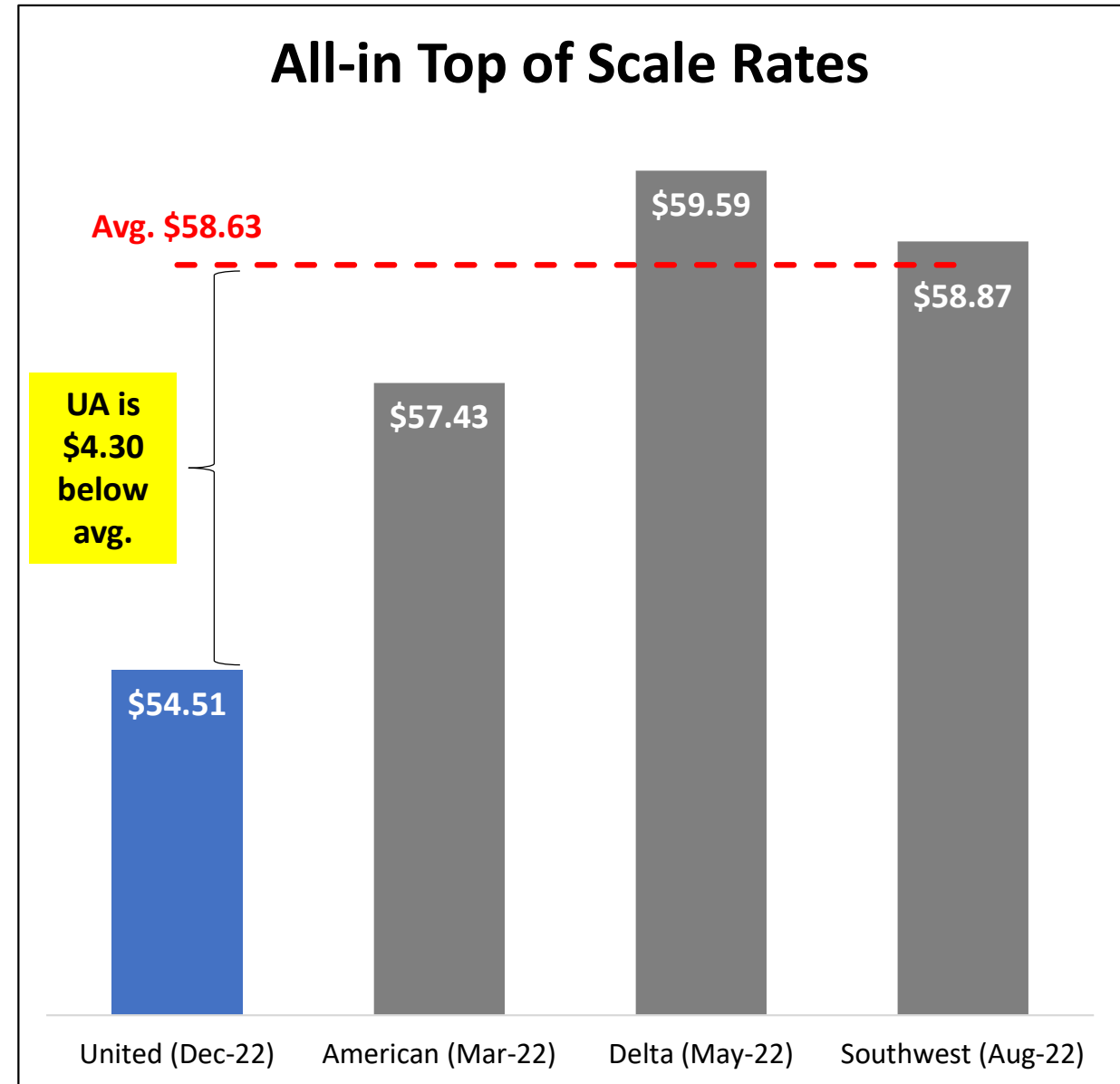
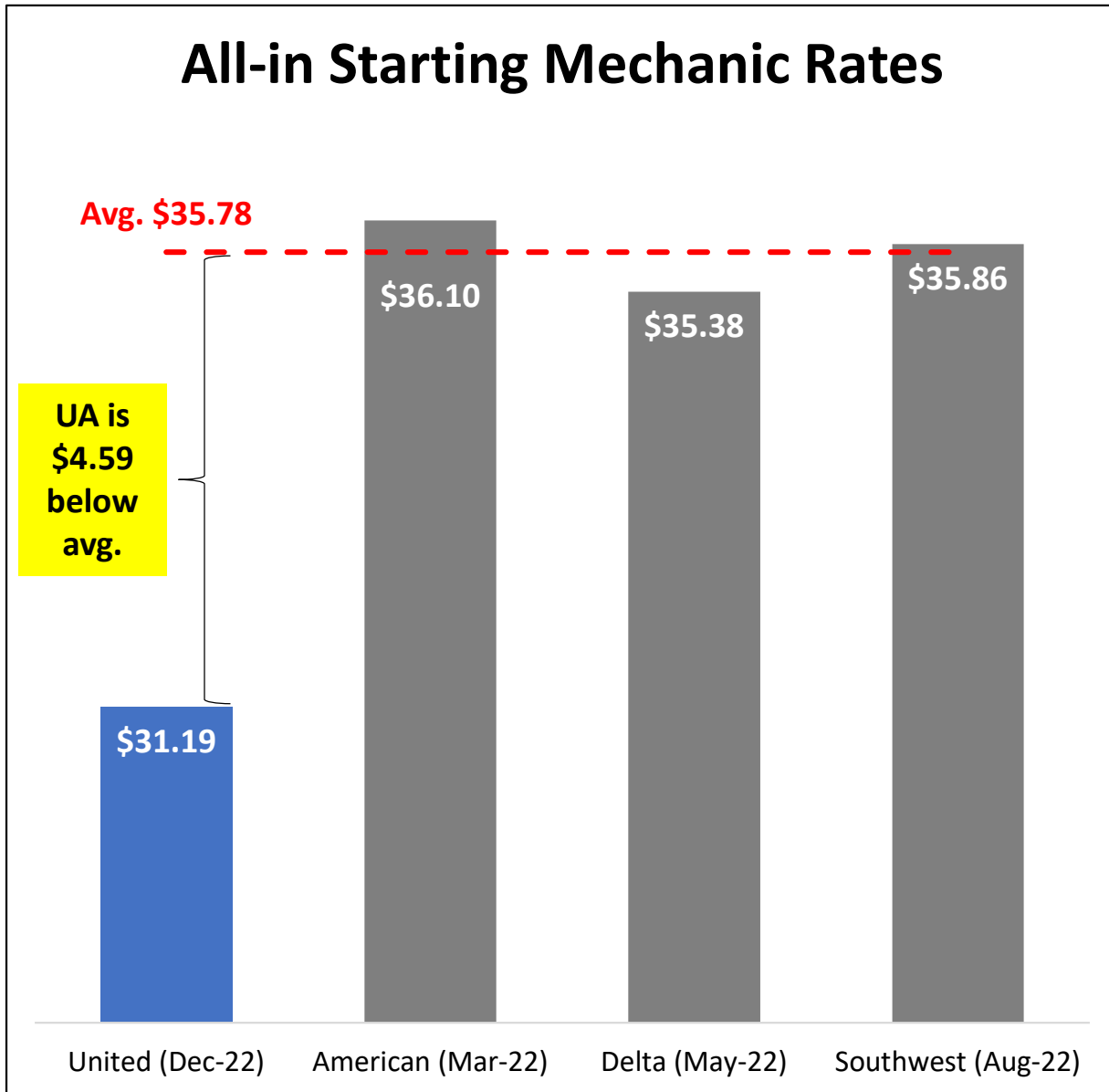
## Current Mechanics All-in Wage Rates



Source: Current CBAs and Employee Policy Manuals

\* All-in wage rates include the base hourly rates plus any licenses, line and/or longevity premiums, as well as VEBA contributions

# United Airlines MX Comparison: Wage Rates (cont.)



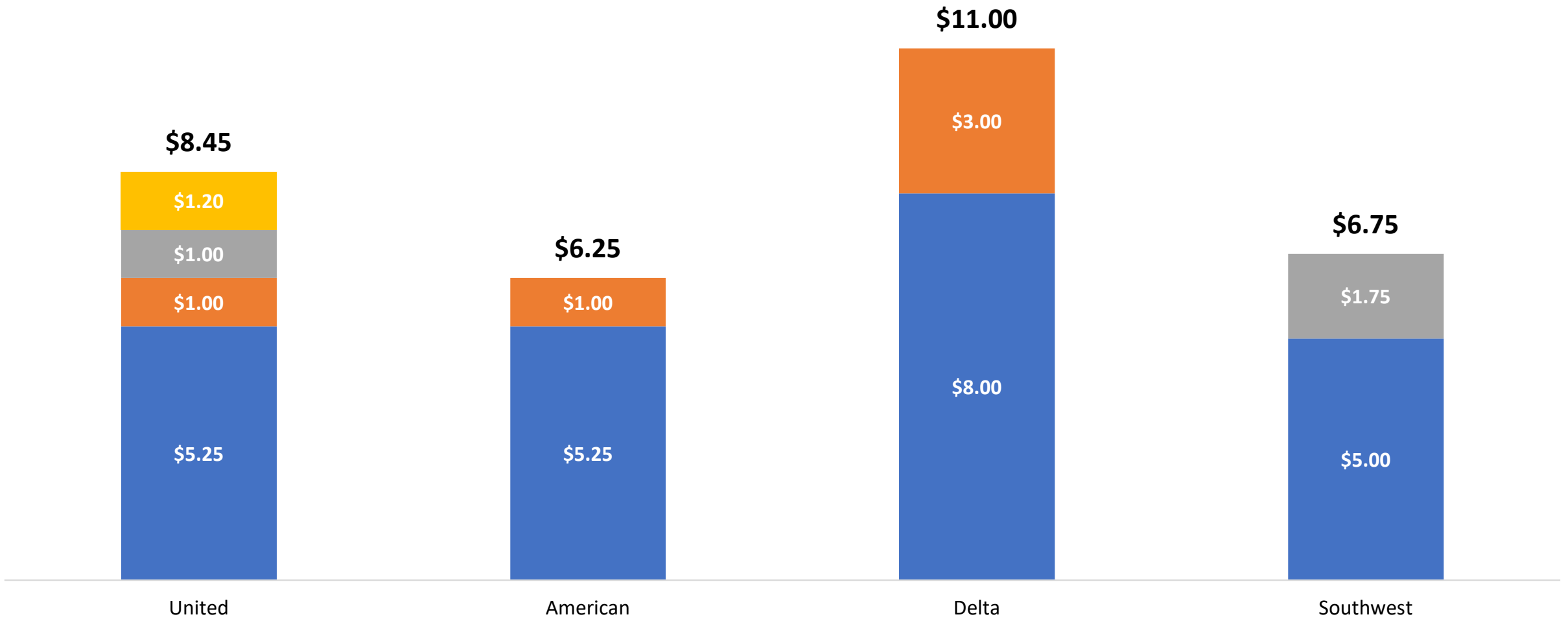
Source: Current CBAs and Employee Policy Manuals

\* All-in wage rates include the base hourly rates plus any licenses, line and/or longevity premiums, as well as VEBA contributions

# United Airlines MX Comparison: Wage Rates (cont.)

## Hourly Premiums

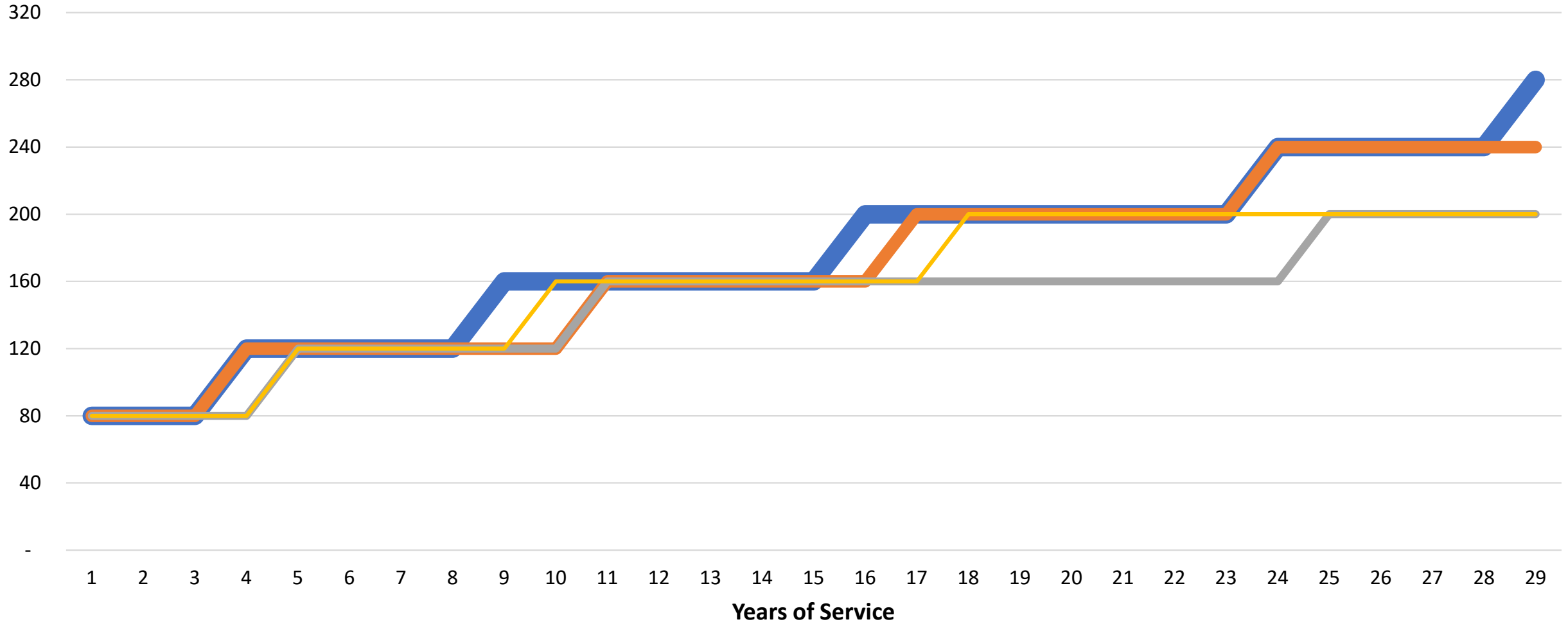
■ A&P ■ Line ■ Longevity (Max) ■ VEBA



# United Airlines MX Comparison: Paid Time Off

## Annual Vacation Accrual

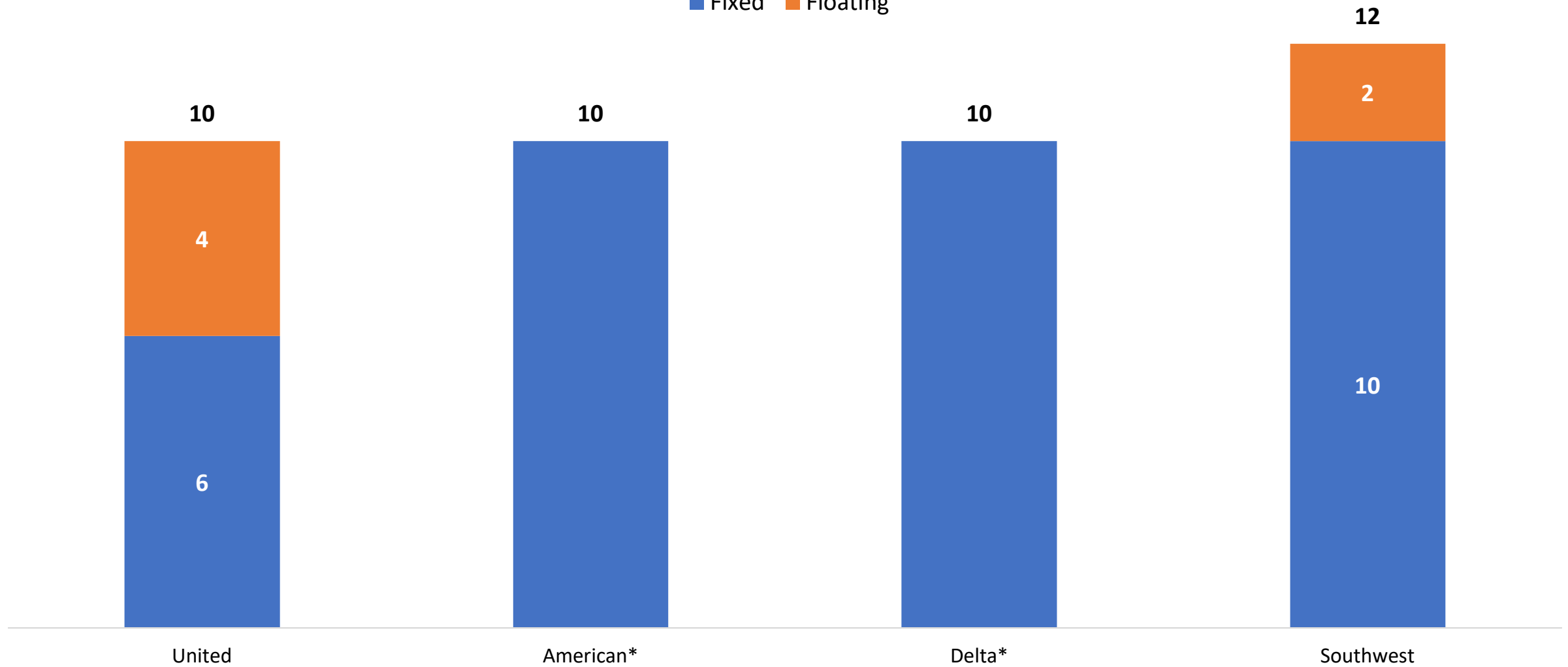
United American Delta Southwest



# United Airlines MX Comparison: Paid Time Off (cont.)

## Annual Holidays

■ Fixed ■ Floating

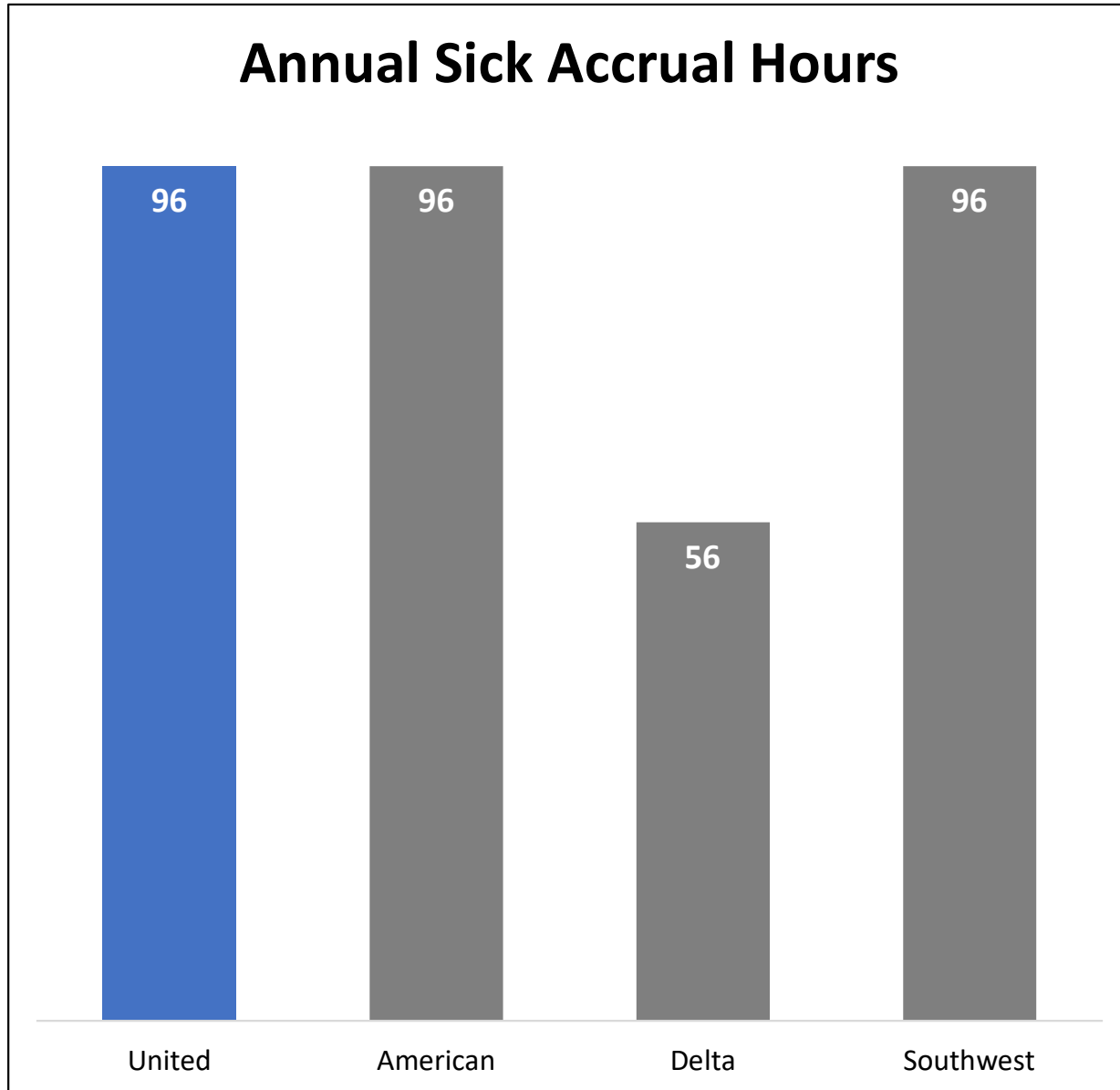


Source: Current CBAs and Employee Policy Manuals

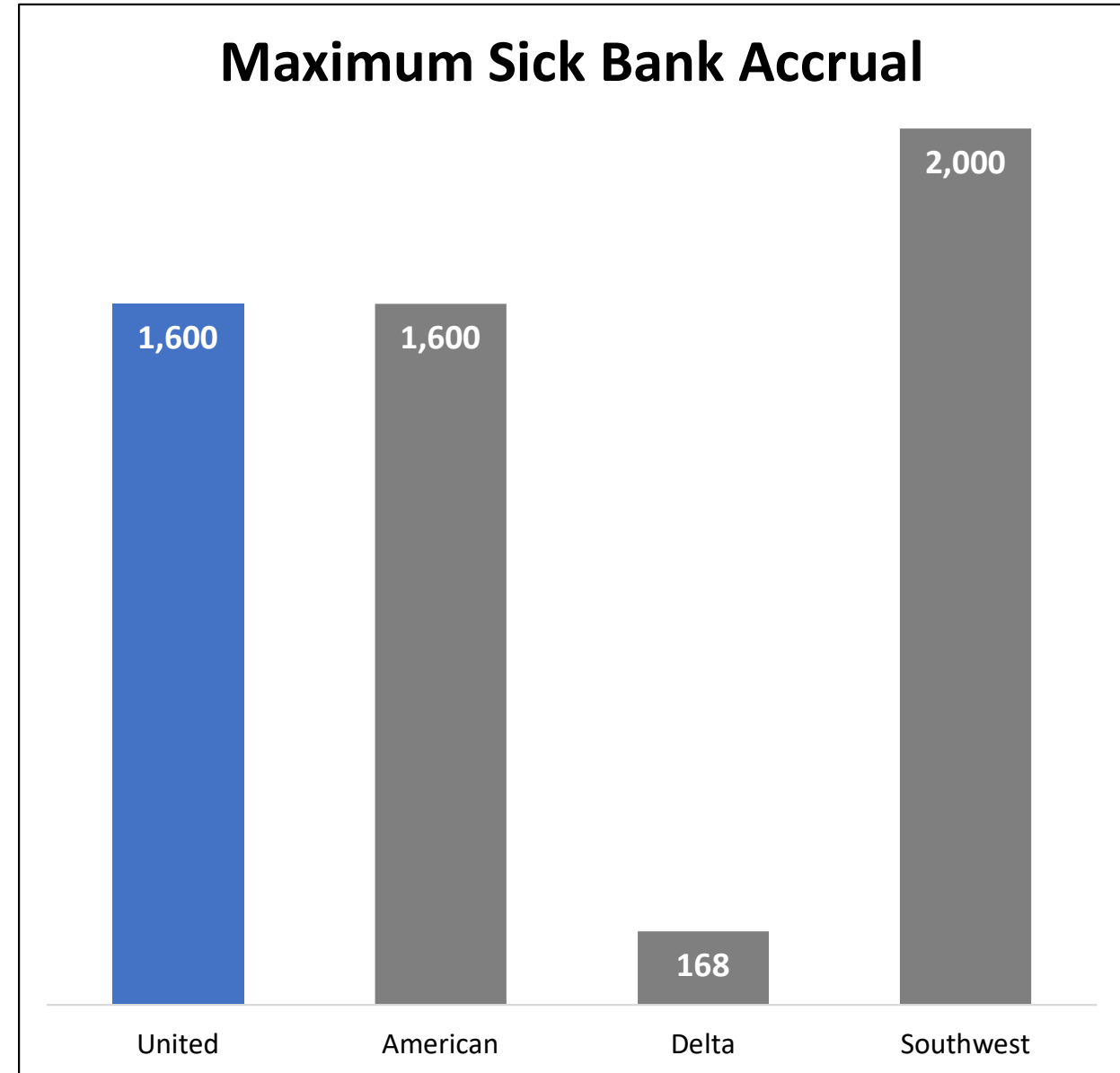
\* American and Delta allow employees to convert some fixed holidays into floating at the employee's discretion

# United Airlines MX Comparison: Paid Time Off (cont.)

## Annual Sick Accrual Hours



## Maximum Sick Bank Accrual



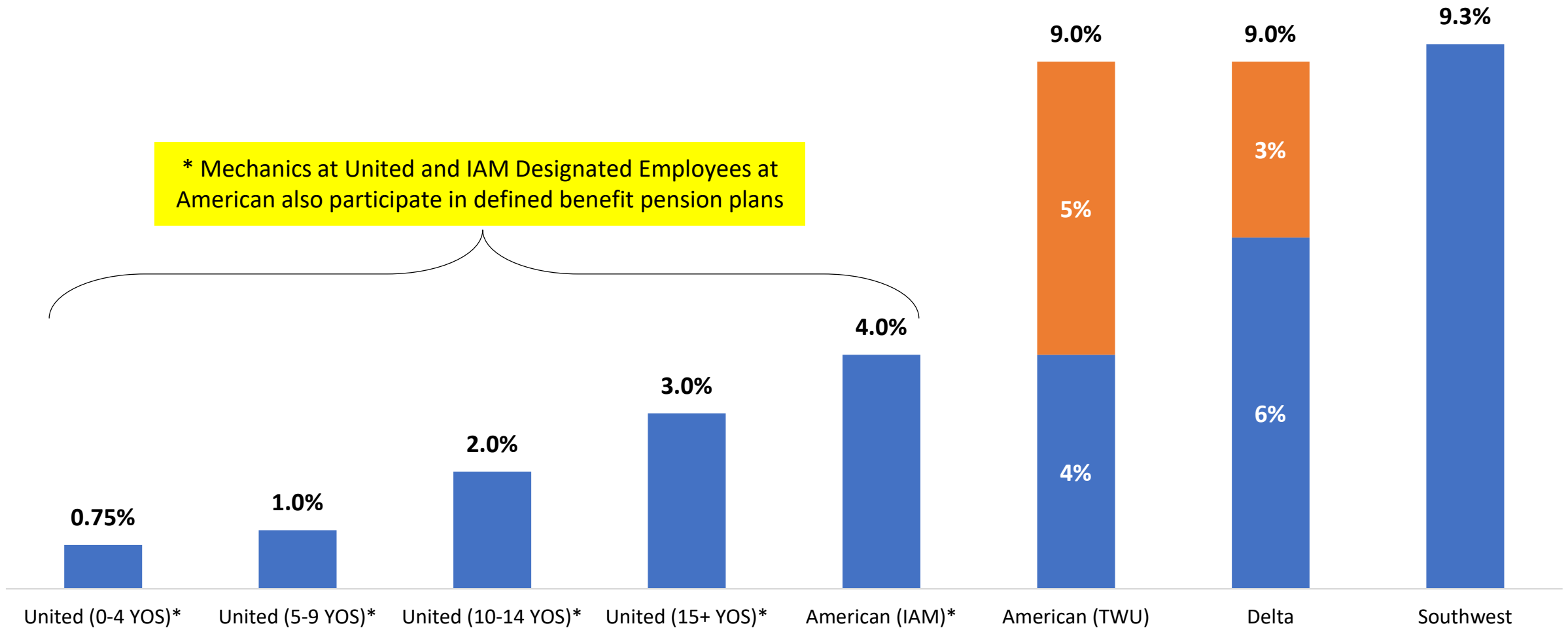
Source: Current CBAs and Employee Policy Manuals

Note: Both United and Southwest allows eligible retirees to convert unused sick bank hours to pay for retiree bridge medical premiums. American pays \$10.80 per unused sick bank hour at separation. Delta allows excess accrual to be converted in PTO.

# United Airlines MX Comparison: Retirement

## Maximum Employer 401(k) Contribution

■ Match ■ Direct Contribution



Source: Current CBAs and Employee Policy Manuals

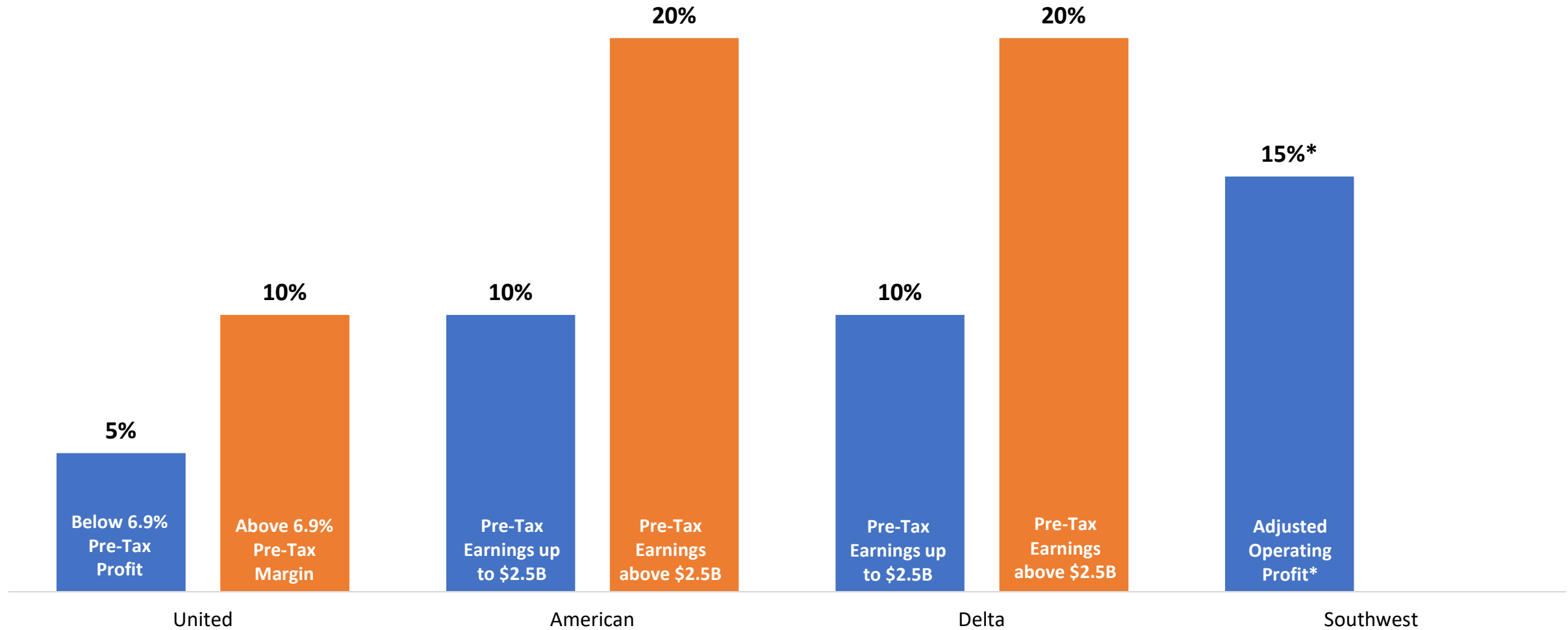
\* All United and American IAM Designated Employees also participate the Continental Retirement Plan (CARP) and the IAM National Pension Fund, respectively.



# United Airlines MX Comparison: Profit Sharing

## Profit Sharing Percentage

■ Tier 1 ■ Tier 2



Source: Current CBAs, SEC Filings and Employee Policy Manuals

\* Southwest's board of directors have sole and absolute discretion of the amount of the profit sharing contribution. Absent any action by the board of directors, the amount of profit sharing contribution is equal to 15% of adjusted net profit, reduced by the contribution made to the Southwest Airlines Co. 2005 Deferred Compensation Plan for Pilots for such Plan Year.