

## Tentative Agreement

### Scope

#### **Current Article 1.B Paragraph 11:**

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.

#### **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.

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**Current LOA #3:**

**LOA #3 – HEAVY CHECK WORK**

Revised December 5, 2016

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

Dear Captain Bourne:

This will confirm our understanding concerning job opportunities for Technical Operations employees and the balancing of structural heavy airframe maintenance (“Heavy Check”) lines.

We have agreed that at least one (1) line 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.

In a continuing effort to keep employees informed about matters of importance to them, the parties will develop a Letter of Agreement describing the circumstances and timing of the discontinuance of Heavy Check lines when work load reductions occur due to the exiting of aircraft from the Company’s fleet, or when the operation otherwise no longer requires such Heavy Check work (e.g., the grounding of a fleet, etc.) at a level that supports a full line(s) of work. The LOA will also describe the rights of employees affected by such workload reductions and their opportunities to pursue replacement job opportunities within the system.

When work load reductions occur due to the discontinuance of Heavy Check lines (resulting from the exiting of aircraft from the Company’s fleet, or when the operation otherwise no longer requires such Heavy Check work) Heavy Check replacement work will be provided for the employees who would have been performing the Heavy Checks.

Please indicate your concurrence by signing one copy of this letter in the place indicated below, and returning it to the undersigned.

Sincerely,

/s/ P. Douglas McKeen

P. Douglas McKeen SVP, Labor  
Relations United Continental  
Holdings, Inc.

/s/ Captain David Bourne

Captain David Bourne Director,  
Airline Division International  
Brotherhood of Teamsters

**Modify LOA #3 as follows:**

Tentative Agreement

**LOA #3 – HEAVY CHECK WORK**

Revised (Effective date)

Mr. Joe Ferreira, Director, Airline Division  
International Brotherhood of Teamsters  
25 Louisiana Avenue N.W.  
Washington, DC 20001

Dear Mr. Ferreira,:

This will confirm our understanding concerning job opportunities for Technical Operations employees and the balancing of structural heavy airframe maintenance (“Heavy Check”) lines.

We have agreed that at least two (2) 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.

In a continuing effort to keep employees informed about matters of importance to them, the parties will develop a Letter of Agreement describing the circumstances and timing of the discontinuance of Heavy Check lines when work load reductions occur due to the exiting of aircraft from the Company’s fleet, or when the operation otherwise no longer requires such Heavy Check work (e.g., the grounding of a fleet, etc.) at a level that supports a full line(s) of work. The LOA will also describe the rights of employees affected by such workload reductions and their opportunities to pursue replacement job opportunities within the system.

When workload reductions occur due to the discontinuance of Heavy Check lines (resulting from the exiting of aircraft from the Company’s fleet, or when the operation otherwise no longer requires such Heavy Check work) Heavy Check replacement work will be provided for the employees who would have been performing the Heavy Checks.

Please indicate your concurrence by signing one copy of this letter in the place indicated below, and returning it to the undersigned.

Sincerely,

/s/ Thomas Reardon  
Thomas Reardon  
Managing Director, Labor Relations  
United Airlines

/s/ Joe Ferreira  
Mr. Joe Ferreira  
Director, Airline Division  
International Brotherhood of Teamsters

**LOA #29 – Industry Reset**

**Current LOA #29, Paragraph 1:**

## Tentative Agreement

This letter will confirm our agreement that notwithstanding anything to the contrary in 2016-2022 Technicians and Related Agreement (“United-IBT Agreement”), if at the effective date of the United-IBT Agreement plus 24 Months, 48 months, on the amendable date and every 12 months after the amendable date 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.

### **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 on December 5, 2024, and every 12 months 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.

## Tentative Agreement

### Duration

#### **Current ARTICLE 24 – DURATION:**

This Agreement shall become effective on December 5, 2016 and shall remain in full force and effect until December 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.

If conferences pursuant to either notice do not produce full agreement on all changes to the terms of this Agreement, then all noticed terms shall become null and void thirty (30) days after the National Mediation Board has finally acted upon the controversy as required by Section 5, Title I of the Railway Labor Act, or when ten (10) days have elapsed after termination of conferences without a request for or proffer of the services of the National Mediation Board. In such case, both parties hereto shall be fully entitled to exercise the complete panoply of self- help rights as they may individually deem desirable or advisable.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 5th day of December, 2016.

#### **Modify Article 24 as follows:**

This Agreement shall become effective on DOS and shall remain in full force and effect until December 5, 2024, 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.

If conferences pursuant to either notice do not produce full agreement on all changes to the terms of this Agreement, then all noticed terms shall become null and void thirty (30) days after the National Mediation Board has finally acted upon the controversy as required by Section 5, Title I of the Railway Labor Act, or when ten (10) days have elapsed after termination of conferences without a request for or proffer of the services of the National Mediation Board. In such case, both parties hereto shall be fully entitled to exercise the complete panoply of self- help rights as they may individually deem desirable or advisable.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this DOS.

## Tentative Agreement

### Compensation

#### Current Article 15 Appendix A paragraph J

##### J. License and Premium Pay

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 Date of Ratification, 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 \$5.25 per hour upon execution of this Agreement.

A & P License Pay: \$2.63, per hour each.

FCC License Pay: \$4.00

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician Premium: \$2.63

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 \$2.63/hour to \$4.00/hour. In no event will the skill premium exceed \$4.00/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: \$5.25

#### Modify Article 15 Appendix A paragraph J as follows:

##### 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.

## Tentative Agreement

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 \$8.50 per hour upon execution of this Agreement.

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

FCC License Pay: \$6.00

GSE Technician/Coordinator, Facilities Technician and Base Specialty Technician Premium: \$4.25

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 \$4.25/hour to \$6.00/hour. In no event will the skill premium exceed \$6.00/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: \$8.50

Tentative Agreement

<b><u>Technicians, GSE Technicians, Facilities Technicians, Welder Technicians, Machinist Technicians, Flame Spray Technicians, Plater Technicians, Airport Communication Technicians</u></b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>1/1/2024</b>
0	#1	\$23.74	\$26.60	\$27.40
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
<b><u>Lead Technicians / Inspectors</u></b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
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
<b><u>Flight Simulator Technicians</u></b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
1st 6 mos	#1	\$53.43	\$59.83	\$61.34
6 mo +	#2	\$54.50	\$61.03	\$62.57



Tentative Agreement

<b>Lead Flight Simulator Technicians (5% above top of scale base rate including longevity)</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
0	#1	\$57.27	\$64.13	\$65.75
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
<b>Staff Engineers</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
0	#1	\$42.40	\$46.82	\$48.01
1	#2	\$46.79	\$51.66	\$52.97
2	#3	\$51.20	\$56.53	\$57.96
3	#4	\$55.58	\$61.37	\$62.93
4	#5	\$56.14	\$61.99	\$63.56
5	#6	\$56.97	\$62.90	\$64.50
6	#7	\$57.51	\$63.50	\$65.10
7	#8	\$58.34	\$64.41	\$66.04
8	#9	\$58.89	\$65.03	\$66.67
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
<b>Senior Staff Engineers</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
0	#1	\$61.09	\$67.03	\$68.72
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

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<b>Avionics Shop Technicians</b>				
Basic Hourly Rate				
Year	Step	12/4/2022	1/1/2023	DOS+1
1st 6 mos	#1	\$48.46	\$52.35	\$53.92
6 mo +	#2	\$49.51	\$53.48	\$55.09
<b>Lead Avionics Shop Technicians (5% above top of scale base rate including longevity)</b>				
Basic Hourly Rate				
Year	Step	12/4/2022	1/1/2023	DOS+1
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
<b>Metrologists</b>				
Basic Hourly Rate				
Year	Step	12/4/2022	1/1/2023	DOS+1
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

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<b>Utility Specialists</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
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
<b>Lead Utility Specialists (5% above top of scale base rate including longevity)</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
0	#1	\$31.12	\$33.61	\$34.62
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

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<b>Maintenance Planning Analysts (MPA)</b>				
<b>Basic Hourly Rate</b>				
<b>Year</b>	<b>Step</b>	<b>12/4/2022</b>	<b>1/1/2023</b>	<b>DOS+1</b>
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