



November 14, 2025

### **Negotiations with United Airlines Advance, Making Headway on Grievances**

The Teamsters Negotiating Committee for United Airlines met again this week in Newark. Although significant flight issues delayed key individuals and pushed back the start of the session, discussions fully resumed and ultimately progressed steadily.

Much of this week's conversations and progress revolved around grievance procedures. Building on last session's momentum, the company agreed Tuesday to launch an expedited hearing schedule to resolve all outstanding discipline cases. The committee worked with the company to determine the logistics of clearing out the backlog and expects the majority of these to be completed in December and January.

"Clearing this backlog is more than just an administrative fix — it's a matter of fairness," said Clacy Griswold, Chair of the United Airlines Teamsters National Negotiating Committee. "United's agreement to accelerate these hearings shows that our pressure is working, and it brings us one step closer to the level of respect and accountability our members deserve."

Additionally, a tentative agreement has been reached on Articles 18 (Union Security & Representation), 19 (Grievance Procedure), and 20 (Board of Arbitration). These improvements will significantly streamline and strengthen the System Board of Adjustment (SBA) portion of the grievance process for both discipline and language cases, addressing and solving the lengthy delays that have become a constant source of frustration for members.

The committee continued to discuss the Memorandum of Understanding (MOU) relating to Articles 2 (Definitions), 12 (Field Trips), and 17 (Overtime) created during the Los Angeles session both internally and with the company. Outstanding questions were answered, and the MOU will be added for member ratification upon the completion of negotiations.

On the last day of this session, the company was finally ready to participate in an open discussion with the full committee on scope and shared their reasoning for passing on many of the committee's proposals to Article 1 (Purpose, Scope, & Status of Agreement). Following this meeting, the committee had a lengthy, open discussion on issues such as outsourcing and job protections. While this conversation with the company was a necessary — and long overdue — starting point, the committee made it clear that their explanations fell short. United is well aware of how essential strong scope language is to protecting the work of their technicians, and members have been more than patient. Next session, the committee expects meaningful engagement — not a repeat of the company's reluctance to address core job protection concerns.

The Teamsters committee will be prepared to counter the company's response during the next session on December 16 in Houston.