



DL141 Update, Mike Klemm, PDGC: 6 November 2015:

Dear IAM members at United Airlines,

I've had the fortunate opportunity to meet with many IAM members in break rooms across the country, at union meetings, talk with members over the phone, answer your emails, as well as receive valuable feedback from the District 141 Executive Board, local grievance committees and shop-stewards. I've heard your issues, complaints and suggestions about what needs fixing at United Airlines. Those communications with you have led me to participate in a unique opportunity to make our lives better at United Airlines.

As you may be aware, the IAM-United contracts do not become amendable until December 31, 2016. However, due to current industry conditions and IAM District 141's belief that IAM-represented United Airlines workers should share fairly in the carrier's record profits, I am proud to announce today that IAM District 141 and United Airlines have agreed to open the current IAM-United collective bargaining agreements (CBA) early and enter into an expedited period of negotiations to discuss a limited number of issues decided by the parties in advance to amend the current IAM-United CBAs.

IAM District 141 and United Airlines have agreed to the following to address IAM District 141's concerns regarding job protections and outsourcing before we enter this expedited period of negotiations.

If we are able to reach an agreement during the expedited negotiations process for an IAM-represented work group, United commits that, through the amendable date of that new agreement and for not less than one year thereafter, the Company will not outsource any work currently performed by those IAM-represented United employees at all hub and station airport locations, including but not limited to:

- Work at "tier 2" stations as set forth under Article 2.A.2;
- Work in support of United Express operations at CLE, EWR, IAH, ORD and SFO under Letter of Agreement ("LOA") 6;
- Work insourced at DCA, HNL, LAS, MCO, PDX, PHX, SAN, SEA and TPA under LOA 6;
- Work insourced in support of the United Express operation at IAD under LOA 6;
- Work insourced in DEN in support of the United Express operations and TOB;
- Work retained through agreement between United and IAM (pursuant to Article 2.A.4.b) at ATL, BIL, IND, KOA, LIH, MCI, OGG, RDU, RNO, RSW, SAT, SJC, SMF, STL and TUL.
- United also commits to maintain the offices and operations in NHCRR and CHIRR.

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If we are unable to reach a new agreement with United for any IAM-represented group during the early and expedited negotiations process, United commits that it will not contract out any work currently performed by the IAM-represented group at all hub and station airport locations, including but not limited to the work described above, through January 15, 2019.

Before we enter this expedited round of collective bargaining, the issues that we present to the Company will be those that I've gathered from talking with you, the membership. District 141 will also initiate a member survey next couple of weeks so that every member voice has the opportunity to be heard by the Company.

The IAM's agreement with United to not outsource any work currently performed by IAM-represented workers is the single biggest issue that members voiced in my station visits and that's why we requested that the Company agree to the above before we agreed to open the CBAs.

Due to this agreement, we now have industry-best job security because it protects all the work that IAM-represented workers currently perform. No work can be outsourced. The contractual protection of the United Express operation where we currently perform that work is unprecedented in our industry.

Opening our contracts and entering expedited talks presents a unique opportunity to attain the industry-leading contracts that United IAM members deserve. As I committed to you previously, together we can fix what needs to be fixed at United Airlines and today's announcement goes a long way to achieve part of that goal. Now we can get to the table and work on other components of our contracts—that you decide—and make further deserved improvements.

It is very important to note that when we enter expedited negotiations we will have the ability to improve on the above protections, as well. This is truly a unique opportunity to improve our work lives. Without this agreement, IAM-represented United Airlines employees would have to wait at least until 2017—and possibly quite longer—to make any contractual improvements.

Thank you for voicing your opinions and please take the survey when it becomes active so your voice is heard by United at the bargaining table. I would also thank General Vice President Sito Pantoja for facilitating this process and his counsel.

All members will be updated regarding the next steps in this process.

Sincerely and fraternally,

Mike Klemm, PDGC

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