



141



4/4/16

Dear Fleet Technical Instructor and Related employee,
IAM District 141 this week reached a tentative agreement with United Airlines in the limited issue, expedited negotiations process. The tentative agreement provides Fleet Technical Instructor (FTI), Emergency Procedures Instructor (EPI) and Related employees significant improvements in wage rates, pension benefits, and job protection.

The change in Article 2, Job Security, adds additional work/job security provided by a Letter of Agreement (see below) that will be executed on the date of signing of the agreement. The LOA protects all current FTI, EPI and Related work—including Flight Training Program Developer and Multimedia Designer work—performed by IAM-represented employees at United Airlines and cannot be contracted out prior to 7/1/2024. The “core” work of FTIs and EPIs is protected without an expiration date. If you have any further questions or concerns, please contact District 141 Assistant General Chairman Erik Stenberg.

The ratification vote will be conducted on Friday, April 15, 2016 from 6:00 AM to 6:00 PM. Visit www.iam141.org for all ratification voting details.

Fraternally,

Mike Klemm
President Directing General Chairman, IAM District 141

Modifications to Article 2: Job Security (Change in red, bolded and underlined):

A. Job Security

1. Contracting Out of Core Work

a. The Company will not contract out to outside vendor(s) the “core” work currently performed by Fleet Technical Instructors, except as provided for temporary assignments as described in Article 1 D.2.d The core work of Fleet Technical Instructors generally consists of conducting aircraft systems training, flight procedures training as necessary to support the instruction of systems, aircraft performance and

aerodynamics training, conducting and remediating the Systems Validation in accordance with the Advanced Qualification Program (AQP) document, for pilots assigned to fly Company aircraft utilizing flight simulators or other training devices and in a classroom environment, and participating in the training of new and existing FTIs according to procedures established by the Company.

b. *Except as provided in Letter of Agreement #---*, non-core work currently performed by Fleet Technical Instructors may be contracted out, provided it does not directly cause a reduction-in-force for employees employed as of the Effective Date of this Agreement at the location(s) where the contracting out occurs.

c. *Except as provided in Letter of Agreement #---*, work currently performed by Flight Training Program Developer and Multimedia Designer employees may be contracted out.

2. Conferences Between the Company and Union

a. In the event the Company decides to close a location or contract out work currently performed by employees covered by this Agreement, the Company and Union will meet and confer at least 60 days prior to implementation to review and evaluate the impact to employees. The following will be considered during the review and evaluation:

- (i) A detailed description of the nature of the proposed location closing or contracting out;
- (ii) The approximate number of employees and locations likely to be affected;
- (iii) The impact on the job security of the affected employees;
- (iv) The reason for the change and the impact it will have on the Company's operation; and
- (v) The Company's plan to minimize the impact.

b. If the location closure or contracting out may result in a reduction-in-force of employees covered by this Agreement, the Company and Union will meet to discuss alternatives and reasonable efforts to provide retraining and/or alternate job placement within the Company for affected employees.

3. EPI/EPS Job Security:

a. *Except as provided in Letter of Agreement #---*, no EPI/EPS employed by the Company as of the date of Ratification of this 2016 - 2018 FTI and Related employee Agreement, will be furloughed as long as other United employees perform customary EPI/EPS flight attendant training work. However, the Company may furlough EPI/EPS under the following circumstances:

- (i) Any significant reduction of operations and/or training capacity, technological advances rendering covered work unnecessary or obsolete;
- (ii) The FAA mandates that this work must be performed by other work groups.

b. If an employee is furloughed for one of the above enumerated reasons the employee will be separated if they fail to exercise their seniority rights in any Union position on property or transfers into a different position within 90 days.

c. The Company is excused from compliance with above due to force majeure events.

d. EPI will remain a classification under this Agreement until final EPI/ EPS protected, voluntarily leaves position, retires, is promoted, or is terminated for cause.

e. The Company will create a career path for current EPI/EPS to transition to the FTI classification and or other positions within the Company based on a competitive selection process.

4. The Company agrees that it will maintain a minimum level of EPI/EPS to perform pilot emergency procedure training. No EPI assigned to perform pilot emergency procedure training will displace an FTI or create a furlough of an FTI.

5. Seniority Protection Dates

a. No employee in active service or on leave of absence on the date of signing of this Agreement who has a Bid Seniority date of June 3, 1999 or earlier will be furloughed from employment with the Company, except under the following circumstances: failure by the employee to exercise seniority on the system to fill a permanent vacancy or to bump an employee not protected by this paragraph A.5, or failure to fill a permanent vacancy in a higher classification the employee is qualified to fill. An employee who fails to exercise seniority or to fill a vacancy will be eligible for applicable recall rights and normal furlough pay.

b. The Company will be excused from the requirements of paragraph A.5 in the event of circumstances beyond the control of the Company, including but not limited to a war, emergency, revocation of an operating certificate, grounding of aircraft, strike or other cessation of work.

6. Where the Company chooses to in-source work that is currently or customarily contracted out, such in-sourcing of work will be on a non-precedential basis and will not limit future Company decisions to contract out or be subject to the restrictions and protections provided under Section A.1, A.2, and A.3 above, unless expressly agreed by the Company and the Union.

Letter of Agreement # _____

<date>

P. Douglas McKeen
Senior Vice President, Labor Relations
United Airlines
233 S. Wacker Drive, 25th Floor
Chicago, IL 60606

Dear Mr. McKeen:

This confirms our understanding and agreement with respect to job protections and the contracting out of work. United hereby commits that, through July 1, 2024, the Company will not contract out any work currently performed by those IAM-represented United employees covered under the Passenger Service Employees and Fleet Service Employees collective bargaining agreements at all hub and station airport locations, including but not limited to:

- Work at stations as set forth under Article 2.A.1;
- Work in support of United Express operations at CLE, EWR, IAH, LAX, ORD and SFO;
- Work insourced in support of the United Express operation at IAD;
- 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, LVN, MCI, NYC, OGG, OPC, RDU, RNO, RSW, SAT, SJC, SJU, SLC, SMF, STL, TUL, WHQ.
- Work performed by IAM-represented employees covered under the Central Load Planners, Storekeeper Employees, Maintenance Instructors, Fleet Technical Instructors & Related and Security Officers collective bargaining agreements.
- Work performed by IAM-represented reservations agents covered under the Passenger Service Employees collective bargaining agreement.

After July 1, 2024, the provisions of Article 2 in the collective bargaining agreements for IAM-represented employees will remain in full force and effect, except to the extent modified by subsequent agreement.

Employees collective bargaining agreement.

Sincerely,

Sito Pantoja
IAM General Vice President

Agreed this ____ day of _____:

P. Douglas McKeen
Senior Vice President, Labor Relations

Modification to Article 3, B: Wages:

FTI		Fleet Technical Instructors (monthly rate)							
YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21	
			18.70%	2.0%	2.5%	2.5%	2.0%	2.0%	
0	1	\$4,198.00	\$4,983	\$5,083	\$5,210	\$5,340	\$5,447	\$5,556	
1	2	\$4,227.00	\$5,017	\$5,118	\$5,246	\$5,377	\$5,484	\$5,594	
2	3	\$4,483.00	\$5,321	\$5,428	\$5,563	\$5,703	\$5,817	\$5,933	
3	4	\$4,686.00	\$5,562	\$5,674	\$5,815	\$5,961	\$6,080	\$6,202	
4	5	\$4,890.00	\$5,804	\$5,921	\$6,069	\$6,220	\$6,345	\$6,472	
5	6	\$5,093.00	\$6,045	\$6,166	\$6,320	\$6,478	\$6,608	\$6,740	
6	7	\$5,297.00	\$6,288	\$6,413	\$6,574	\$6,738	\$6,873	\$7,010	
7	8	\$5,498.00	\$6,526	\$6,657	\$6,823	\$6,994	\$7,134	\$7,276	
8	9	\$5,700.00	\$6,766	\$6,901	\$7,074	\$7,251	\$7,396	\$7,544	
9	10	\$7,287.00	\$8,650	\$8,823	\$9,043	\$9,269	\$9,455	\$9,644	

FTI		Emergency Procedures Instructors (monthly rate)							
YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21	
			18.70%	2.0%	2.5%	2.5%	2.0%	2.0%	
0	1	\$3,862.00	\$4,584	\$4,676	\$4,793	\$4,913	\$5,011	\$5,111	
1	2	\$4,062.00	\$4,822	\$4,918	\$5,041	\$5,167	\$5,270	\$5,376	
2	3	\$4,439.00	\$5,269	\$5,375	\$5,509	\$5,647	\$5,760	\$5,875	
3	4	\$4,640.00	\$5,508	\$5,618	\$5,758	\$5,902	\$6,020	\$6,141	
4	5	\$4,842.00	\$5,747	\$5,862	\$6,009	\$6,159	\$6,282	\$6,408	
5	6	\$5,043.00	\$5,986	\$6,106	\$6,258	\$6,415	\$6,543	\$6,674	
6	7	\$5,245.00	\$6,226	\$6,350	\$6,509	\$6,672	\$6,805	\$6,941	
7	8	\$5,444.00	\$6,462	\$6,591	\$6,756	\$6,925	\$7,063	\$7,205	
8	9	\$5,644.00	\$6,699	\$6,833	\$7,004	\$7,179	\$7,323	\$7,469	
9	10	\$6,734.00	\$7,993	\$8,153	\$8,357	\$8,566	\$8,737	\$8,912	

FTI		Fleet Training Specialists (monthly rate)							
YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21	
			18.70%	2.0%	2.5%	2.5%	2.0%	2.0%	
0	1	\$4,798.00	\$5,695	\$5,809	\$5,954	\$6,103	\$6,225	\$6,350	
1	2	\$4,827.00	\$5,730	\$5,844	\$5,990	\$6,140	\$6,263	\$6,388	
2	3	\$5,083.00	\$6,034	\$6,154	\$6,308	\$6,466	\$6,595	\$6,727	
3	4	\$5,286.00	\$6,275	\$6,400	\$6,560	\$6,724	\$6,858	\$6,996	
4	5	\$5,490.00	\$6,517	\$6,647	\$6,813	\$6,983	\$7,123	\$7,266	
5	6	\$5,693.00	\$6,758	\$6,893	\$7,065	\$7,242	\$7,387	\$7,534	
6	7	\$5,897.00	\$7,000	\$7,140	\$7,318	\$7,501	\$7,651	\$7,804	
7	8	\$6,098.00	\$7,238	\$7,383	\$7,568	\$7,757	\$7,912	\$8,070	
8	9	\$6,300.00	\$7,478	\$7,628	\$7,818	\$8,014	\$8,174	\$8,338	
9	10	\$8,487.00	\$10,074	\$10,276	\$10,532	\$10,796	\$11,012	\$11,232	

FTI	Multimedia Designer (monthly rate)								
	YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21
				18.70%	2.0%	2.5%	2.5%	2.0%	2.0%
	0	1	\$3,012.00	\$3,575	\$3,647	\$3,738	\$3,831	\$3,908	\$3,986
	1	2	\$3,190.00	\$3,787	\$3,862	\$3,959	\$4,058	\$4,139	\$4,222
	2	3	\$3,373.00	\$4,004	\$4,084	\$4,186	\$4,291	\$4,376	\$4,464
	3	4	\$3,553.00	\$4,217	\$4,302	\$4,409	\$4,520	\$4,610	\$4,702
	4	5	\$3,734.00	\$4,432	\$4,521	\$4,634	\$4,750	\$4,845	\$4,942
	5	6	\$3,915.00	\$4,647	\$4,740	\$4,859	\$4,980	\$5,080	\$5,181
	6	7	\$4,095.00	\$4,861	\$4,958	\$5,082	\$5,209	\$5,313	\$5,419
	7	8	\$4,276.00	\$5,076	\$5,177	\$5,307	\$5,439	\$5,548	\$5,659
	8	9	\$4,457.00	\$5,290	\$5,396	\$5,531	\$5,669	\$5,783	\$5,899
	9	10	\$5,716.00	\$6,785	\$6,921	\$7,094	\$7,271	\$7,416	\$7,565

FTI	Fleet Training Program Developer (monthly rate)								
	YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21
				18.70%	2.0%	2.5%	2.5%	2.0%	2.0%
	0	1	\$4,629.00	\$5,495	\$5,605	\$5,745	\$5,888	\$6,006	\$6,126
	1	2	\$4,859.00	\$5,768	\$5,883	\$6,030	\$6,181	\$6,304	\$6,431
	2	3	\$5,294.00	\$6,284	\$6,410	\$6,570	\$6,734	\$6,869	\$7,006
	3	4	\$5,524.00	\$6,557	\$6,688	\$6,855	\$7,027	\$7,167	\$7,311
	4	5	\$5,752.00	\$6,828	\$6,964	\$7,138	\$7,317	\$7,463	\$7,612
	5	6	\$5,981.00	\$7,099	\$7,241	\$7,423	\$7,608	\$7,760	\$7,915
	6	7	\$6,210.00	\$7,371	\$7,519	\$7,707	\$7,899	\$8,057	\$8,219
	7	8	\$6,438.00	\$7,642	\$7,795	\$7,990	\$8,189	\$8,353	\$8,520
	8	9	\$6,668.00	\$7,915	\$8,073	\$8,275	\$8,482	\$8,652	\$8,825
	9	10	\$7,938.00	\$9,422	\$9,611	\$9,851	\$10,097	\$10,299	\$10,505

Modification to Article 3, M, 1: Pension Benefits:

<u>Year</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Hourly Contribution	\$2.85	\$2.90	\$3.00	\$3.05	\$3.10
Annual Multiplier	\$115.55	\$117.18	\$120.44	\$122.06	\$123.70