



141



4/4/16

Dear Maintenance Instructor,
IAM District 141 this week reached a tentative agreement with United Airlines in the limited issue, expedited negotiations process. The tentative agreement provides Maintenance Instructors significant improvements in wage rates, pension benefits and job protection.

Please review the below changes to your current collective bargaining agreement. If you have any further questions, 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):

Article 2: Job Security

A. Contracting Out of Core Work

1. The Company will not contract out to outside vendor(s) the “core” work currently performed by Maintenance Instructors at the following locations: Denver (DEN), Newark (EWR), Houston (IAH), Chicago (ORD), and San Francisco (SFO). The core work of Maintenance Instructors generally consists of: conducting and developing formal classroom and technical shop training, providing

technical knowledge and instruction for the safe maintenance, repair, and operation of aircraft and aircraft systems as related to aircraft maintenance according to procedures established by the Company.

2. **Except as provided in Letter of Agreement on DOS (see below).** Non-core work currently performed by Maintenance Instructors at these locations 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.

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.

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:

MI

Maintenance Instructors

YOS	Step	Current	11/15/16	12/1/17	12/1/18	12/1/19	12/1/20	12/1/21
			<i>18.70%</i>	<i>2.0%</i>	<i>2.5%</i>	<i>2.5%</i>	<i>2.0%</i>	<i>2.0%</i>
All	Hourly	\$41.41	\$49.15	\$50.14	\$51.39	\$52.68	\$53.73	\$54.80
All	Monthly	\$7,178.00	\$8,520	\$8,691	\$8,908	\$9,131	\$9,313	\$9,500

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

<u>Year</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Hourly Contribution	\$3.65	\$3.75	\$3.80	\$3.90	\$4.00
Annual Multiplier	\$140.56	\$143.54	\$144.92	\$147.67	\$150.41