



# 141



4/4/16

Dear Security Officer,

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

The change in Article 2, Job Security, adds sub-paragraph 1 below and nothing else. It is a significant change because the Letter of Agreement (also below) that it refers to protects all current Security Officer work performed by IAM-represented employees at United Airlines and cannot be contracted out until 7/1/2024. If you have any further questions or concerns, please contact District 141 Assistant General Chairman Troy Rivera.

The ratification vote will be conducted on Friday, April 15, 2016 from 6:00 AM to 6:00 PM. Visit [www.iam141.org](http://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 bolded in red).**

### **A. Job Security**

***1. Except as provided in Letter of Agreement #---, work currently performed by Security Officer employees may be contracted out.***

Letter of Agreement # \_\_\_\_\_

<date>

P. Douglas McKeen  
Senior Vice President, Labor Relations  
United Airlines  
233 S. Wacker Drive, 25<sup>th</sup> 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, MCI, OGG, RDU, RNO, RSW, SAT, SJC, SJU, SLC, SMF, STL, and TUL.
- 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:**

SEC

**Security Officers (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	\$1,750.00	\$2,077	\$2,119	\$2,172	\$2,226	\$2,271	\$2,316
1.5	2	\$1,902.00	\$2,258	\$2,303	\$2,360	\$2,419	\$2,468	\$2,517
3	3	\$2,241.00	\$2,660	\$2,713	\$2,781	\$2,851	\$2,908	\$2,966
3.5	4	\$2,795.00	\$3,318	\$3,384	\$3,469	\$3,555	\$3,626	\$3,699
4	5	\$3,564.00	\$4,230	\$4,315	\$4,423	\$4,534	\$4,624	\$4,717

Note: Longevity pay ends on 11/15/16"

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

Year	2017	2018	2019	2020	2021
Hourly Contribution	\$1.65	\$1.65	\$1.70	\$1.75	\$1.80
Annual Multiplier	\$72.09	\$72.09	\$74.10	\$76.10	\$77.98