



To: **All United Airlines CSR's in California**

District Lodge 141 along with the help of Local Lodge 1782 addressed the MAP Device Protection Program. United attempted to implement policy that seems to require that United Airlines' workers who have been provided iPhones have to buy insurance with respect to the iPhone.

Six years ago, we corresponded with United and advised them that any requirement that employees buy insurance with respect to company issued equipment is unlawful. Apparently United heeded that letter at that time and the Union was successful in getting affected employees refunded.

Under California law, employers must bear all costs of doing business and can't impose it on employees. See Labor Code Section 2802 which, specifically prohibits any employer from forcing employees to pay for any expenses including insurance on those phones. The statute also provides for attorney's fees should the employees have to bring an action to remedy an unlawful requirement that employees bear any costs such as insurance. You also may want to take a look at *Cochran vs. Schwan's Home Service*, 228 NLRB Cal.App 4<sup>th</sup> 1137 (2014) dealing with this issue. The Court was relying upon a California Supreme Court decision which is now 25 years old. *Gattuso v. Harte-Hanks Shoppers, Inc.* 42 Cal.App.4<sup>th</sup> 554 (2007). The Union asked United to rescind the policy.

After the Union met with United & HR, United has now agreed once again to reimburse all members in California in the following locations: SFO, SMF, SJC, LAX, SNA, SAN for a total of 539 employees at the total cost of \$16,170.

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