



Agreement in Principle

Between The IAMAW & United Airlines



Summary of Key Changes

Fleet Tech Instructors

Seniority	Current	Date of Ratification	+1 Year	+ 2 Years
Less than 1 year	\$5,556.00	\$5,889.36	\$6,066.04	\$6,248.02
1 - 2 Years	\$5,594.00	\$5,929.64	\$6,107.53	\$6,290.76
2 - 3 Years	\$5,933.00	\$6,288.98	\$6,477.65	\$6,671.98
3 - 4 Years	\$6,202.00	\$6,574.12	\$6,771.34	\$6,974.48
4 - 5 Years	\$6,472.00	\$6,860.32	\$7,066.13	\$7,278.11
5 - 6 Years	\$6,740.00	\$7,144.40	\$7,358.73	\$7,579.49
6 - 7 Years	\$7,010.00	\$7,430.60	\$7,653.52	\$7,883.12
7 - 8 Years	\$7,276.00	\$7,712.56	\$7,943.94	\$8,182.25
8 - 9 Years	\$7,544.00	\$7,996.64	\$8,236.54	\$8,483.64
9 years or more	\$9,644.00	\$11,476.36	\$11,820.65	\$12,175.27

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

Job Security

EPI / EPS Job Protections LOA remains in full effect

Profit Sharing

Effective on the date of ratification, FTI & Related Employees will participate in the company's profit sharing program.

Fleet Training Specialist

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$6,350.00	\$6,731.00	\$6,932.93	\$7,140.92
1 - 2 Years	\$6,388.00	\$6,771.28	\$6,974.42	\$7,183.65
2 - 3 Years	\$6,727.00	\$7,130.62	\$7,344.54	\$7,564.87
3 - 4 Years	\$6,996.00	\$7,415.76	\$7,638.23	\$7,867.38
4 - 5 Years	\$7,266.00	\$7,701.96	\$7,933.02	\$8,171.01
5 - 6 Years	\$7,534.00	\$7,986.04	\$8,225.62	\$8,472.39
6 - 7 Years	\$7,804.00	\$8,272.24	\$8,520.41	\$8,776.02
7 - 8 Years	\$8,070.00	\$8,554.20	\$8,810.83	\$9,075.15
8 - 9 Years	\$8,338.00	\$8,838.28	\$9,103.43	\$9,376.53
9 years or more	\$11,232.00	\$12,916.80	\$13,304.30	\$13,703.43



FTI & RELATED



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Developer

Seniority	Current	Date of Ratification	+ 1 year	+ 2 years
Less than 1 year	\$6,126.00	\$6,493.56	\$6,688.37	\$6,889.02
1 - 2 years	\$6,431.00	\$6,816.86	\$7,021.37	\$7,232.01
2 - 3 years	\$7,006.00	\$7,426.36	\$7,649.15	\$7,878.63
3 - 4 years	\$7,311.00	\$7,749.66	\$7,982.15	\$8,221.61
4 - 5 years	\$7,612.00	\$8,068.72	\$8,310.78	\$8,560.11
5 - 6 years	\$7,915.00	\$8,389.90	\$8,641.60	\$8,900.84
6 - 7 years	\$8,219.00	\$8,712.14	\$8,973.50	\$9,242.71
7 - 8 years	\$8,520.00	\$9,031.20	\$9,302.14	\$9,581.20
8 - 9 years	\$8,825.00	\$9,354.50	\$9,635.14	\$9,924.19
9 +	\$10,505.00	\$12,290.85	\$12,659.58	\$13,039.36

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee with a bid seniority of 6/3/19 or earlier. Any employee with a bid seniority after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Work Identified in 2-A-1-C of the FTI and Related Agreement will be extended to 12/31/26.

The Multimedia Designer Classification will merge into the Flight Training Program Developer Classification.

Emergency Procedure Specialist

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$5,888.00	\$6,241.28	\$6,428.52	\$6,621.37
1 - 2 years	\$6,170.00	\$6,540.20	\$6,736.41	\$6,938.50
2 - 3 years	\$6,669.00	\$7,069.14	\$7,281.21	\$7,499.65
3 - 4 years	\$6,935.00	\$7,351.10	\$7,571.63	\$7,798.78
4 - 5 years	\$7,202.00	\$7,634.12	\$7,863.14	\$8,099.04
5 - 6 years	\$7,468.00	\$7,916.08	\$8,153.56	\$8,398.17
6 - 7 years	\$7,735.00	\$8,199.10	\$8,445.07	\$8,698.43
7 - 8 years	\$7,999.00	\$8,478.94	\$8,733.31	\$8,995.31
8 - 9 years	\$8,263.00	\$8,758.78	\$9,021.54	\$9,292.19
9 +	\$10,500.00	\$11,240.25	\$11,577.46	\$11,924.78

Emergency Procedure Instructor

Seniority	Current	Date of Ratification	+ 1 Year	+ 2 Years
Less than 1 year	\$5,111.00	\$5,417.66	\$5,580.19	\$5,747.60
1 - 2 years	\$5,376.00	\$5,698.56	\$5,869.52	\$6,045.60
2 - 3 years	\$5,875.00	\$6,227.50	\$6,414.33	\$6,606.75
3 - 4 years	\$6,141.00	\$6,509.46	\$6,704.74	\$6,905.89
4 - 5 years	\$6,408.00	\$6,792.48	\$6,996.25	\$7,206.14
5 - 6 years	\$6,674.00	\$7,074.44	\$7,286.67	\$7,505.27
6 - 7 years	\$6,941.00	\$7,357.46	\$7,578.18	\$7,805.53
7 - 8 years	\$7,205.00	\$7,637.30	\$7,866.42	\$8,102.41
8 - 9 years	\$7,469.00	\$7,917.14	\$8,154.65	\$8,399.29
9 +	\$8,912.00	\$9,540.30	\$9,826.50	\$10,121.30



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