



# Agreement in Principle

Between The IAMAW & United Airlines



## Summary of Key Changes

### Insourcing, 401(k) Match, Improved Job Security, and Industry-Best Wages

The Agreement In Principle vastly improves job security with guaranteed employment for those with a bid seniority on or before June 3, 2019.

#### 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.

#### Ratification Payment

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

#### Insourcing Work

A Letter of Agreement has been formalized and added to the Agreement insourcing work at MCO and TPA.

#### Industry Leading Pay

#### 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.

#### 401 (k) Match

Maintenance Instructors will gain the opportunity to participate in the 401 (k) match program.

| Seniority    | Current    | Date of Ratification | + 1 Year    | +2 Years    |
|--------------|------------|----------------------|-------------|-------------|
| Hourly Rate  | \$54.80    | \$63.50              | \$65.41     | \$67.37     |
| Monthly Rate | \$9,498.67 | \$11,006.67          | \$11,336.87 | \$11,676.97 |



# MAINTENANCE INSTRUCTORS