



Agreement in Principle

Between The IMAW & United Airlines



Summary of Key Changes

Insourcing, Protecting Full-Time Opportunities, Improved Job Security, and Industry-Best Wages

The new Agreement in Principle insources Passenger Service Work at MIA and COS.

The AIP vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. Introduces part-time limits, which protects full-time opportunities. Even with the new full-time protections, no part-time worker will be forced into a full-time position.

Bringing Back MIA and COS

The company will insource work at MIA and COS Above the Wing. Once insourced, these stations will be covered under the Agreement's Section 2-A-1 **and cannot be outsourced again.**

Job Scope

The following 17 Stations listed in Letter Of Agreement (9) will gain 2-A-1 status protection on the Date of Ratification **and cannot be outsourced:** ATL, BIL, IND, KOA, LIH, MCI, OGG, RDU, RNO, RSW, SAT, SJC, SJU, SLC, SMF, STL, and TUL.

Protecting Full-Time opportunities

There are currently 6275 full-time employees covered under the PCE Agreement system-wide, which includes Reservations. To maintain a 58% part-time cap throughout the system, the company must maintain the 6275 full-time jobs. If they fall below the 6275 headcount, that cap reverts back to the Date of Signing percentage of 48%.

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee hired on or before June 3, 2019. Any employee hired after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Ratification Payment

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

Increased Uniform Allotment

The uniform allotment will increase to 330 points per year, an increase of 100 per year and may be used towards your MAP Device / Scanner insurance.

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.

Lead Testing

A lead test will be created and agreed upon by both the company and union. To pass the test, a score of 70% or higher is needed.

Those who pass will join a lead pool, and new lead vacancies will be filled from this pool based on seniority.

Seniority	Current Rate	Date of Ratification	DOR+1 Year	DOR+ 2 Years
		\$18.51		
1 Year or less	\$15.33	\$19.15	\$19.07	\$19.64
1 -2 years	\$16.27	\$20.05	\$19.72	\$20.31
2-3 years	\$17.14	\$20.88	\$20.66	\$21.28
3 - 4 years	\$18.27	\$22.00	\$21.51	\$22.15
4 - 5 years	\$19.64	\$23.65	\$22.66	\$23.34
5 -6 years	\$21.19	\$24.78	\$24.36	\$25.09
6 - 7 years	\$22.84	\$25.90	\$25.52	\$26.29
7 - 8 years	\$24.38	\$27.36	\$26.68	\$27.48
8 - 9 years	\$25.81	\$29.29	\$28.18	\$29.02
9 - 10 years	\$27.63	\$35.03	\$30.17	\$31.07
10 - 11 years	\$31.00	\$36.72	\$36.08	\$37.16
11 + years	\$33.30	\$37.82	\$36.72	\$37.82

PLUS

Lead Pay Increases by 72% to \$3.00

PLUS

Specialty Pay Increases to \$1.50 per hour.



PASSENGER SERVICE