



Agreement in Principle

Between The IAMAW & United Airlines



New Payscale

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.

Years of Pay Seniority	Current	Date of Ratification	+ 1 Year	+2 Years
1st 18 months	\$13.37	\$18.51	\$19.07	\$19.64
2nd 18 months	\$14.53	\$20.12	\$20.72	\$21.34
3rd 18 months	\$17.12	\$23.00	\$23.69	\$24.40
Next 6 months	\$21.35	\$26.40	\$27.19	\$28.01
Thereafter	\$27.22	\$29.14	\$30.01	\$30.91

Profit Sharing and 401(k) Match

Effective on the date of ratification, Security Officers will participate in the company's 401k matching plan, and profit sharing program.

Ratification Payment

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

Lead Pay will increase 72% to \$3.00

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.



SECURITY OFFICERS