



# Agreement in Principle

Between The IAMAW & United Airlines



## Summary of Key Changes

### Insourcing, Protecting Full-Time Opportunities, and Improved Job Security

The new Agreement in Principle insources Airport Operations Work at MIA and COS.

The Agreement in Principle vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. It 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.

Years of Pay Seniority	Current	Date of Ratification	+1 Year	+ 2 years
Less than 1 year	\$18.65	<b>\$19.77</b>	\$20.36	\$20.97
1 - 2 years	\$19.56	<b>\$20.73</b>	\$21.36	\$22.00
2 - 3 years	\$21.39	<b>\$22.67</b>	\$23.35	\$24.05
3 - 4 years	\$22.64	<b>\$24.00</b>	\$24.72	\$25.46
4 - 5 years	\$23.95	<b>\$25.39</b>	\$26.15	\$26.93
5 - 6 years	\$25.37	<b>\$26.89</b>	\$27.70	\$28.53
6 - 7 years	\$27.04	<b>\$28.66</b>	\$29.52	\$30.41
7 - 8 years	\$28.69	<b>\$30.41</b>	\$31.32	\$32.26
8 - 9 years	\$30.78	<b>\$32.63</b>	\$33.61	\$34.61
9 - 10 years	\$32.87	<b>\$34.84</b>	\$35.89	\$36.96
10 + years	\$40.95	<b>\$43.84</b>	\$45.15	\$46.51

### 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.

### 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.

### 401 (k) Match

Load Planners will gain the opportunity to participate in the 401 (k) match program.

