

# Tentative Agreement

Between  
The International Association of Machinists and Aerospace Workers, District 141  
and  
United Airlines Holdings, Inc.



# How to read this book

Thank you for reviewing the new agreements reached between United and front line members of the Machinists Union.

Key changes are logged in this document. It is important to note that this document attempts to capture changes only – the full text of the existing language can be found at <https://iam141.org/iam141-contracts/>

The information is presented as a printable PDF to make it easier to share the information both online and offline.

**Red text** reflects something that has been changed in any way.

**Red underlined text** reflects new language that, if ratified, will be added to the agreement.

**~~Red strikethrough text~~** reflects language that has been removed from the 2016 agreement.

# Message from PDGC Mike Klemm

On March 29, we informed you that we reached an Agreement in Principle (AIP) with United Airlines on seven contracts covering over 29,000 IAM members at United Airlines. We're happy to inform you that we have transitioned the AIP into a Tentative Agreement (TA) for you to review and vote on.

All changes to the current agreements can be viewed on our website, [iam141.org](http://iam141.org). It is important to note that only changes will appear on the website. If it is not on the website, then the contractual language remains the same as it does today.

All IAM-United grievance committees attended an informational session yesterday, followed by questions and answers in ORD. IAM District Lodge 141 Officers will also visit each location to explain the tentative agreements and answer questions. Please check the website for what day they will be in your station.

Voting will be conducted electronically by BallotPoint Election Services. You will be sent voting instructions with a Personal Identification Number to the address you have on file with the company.

**The voting period will commence at 00:01 EDT on April 24, 2023, and last through 18:00 EDT on May 1, 2023.**

Please call (888) 608-1411 with questions about voting instructions and electronic voting. Feel free to get in touch with your respective Assistant General Chairperson with questions about specific contract language.

In Solidarity,



**Michael G Klemm**

President and Directing General Chair,  
District 141, International Association of  
Machinists and Aerospace Workers

## **Your Negotiating Committee**

Olu Ajetomobi  
Joe Bartz  
Victor Hernandez  
Barb Martin  
Andrea' Myers  
Terry Stansbury  
Faysal Silwany  
Erik Stenberg  
Sue Weisner

# Fleet Technical Instructors & Related

## Article 3.B – Wages, 1 of 3

### 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

### Current

#### B. Wages

1. An employee whose rate of pay upon the Effective Date of this Agreement would be less than the rate he or she received on the day prior to the Effective Date, will be protected at the higher rate until the date under this Agreement on which his rate of pay equals or exceeds the rate of pay he received prior to the Effective Date. Nothing in this Agreement will be construed to prevent increases in individual rates or classifications over and above the minimum specified. The following monthly rates will prevail on the beginning of the pay period closest to the effective date.

### Proposed Changes

#### B. Wages

1. An employee whose rate of pay upon the Effective Date of this Agreement would be less than the rate he or she received on the day prior to the Effective Date, will be protected at the higher rate until the date under this Agreement on which his rate of pay equals or exceeds the rate of pay he received prior to the Effective Date. ~~Nothing in this Agreement will be construed to prevent increases in individual rates or classifications over and above the minimum specified. The Company may at its discretion hire employees within a classification(s) at any location at higher than the starting pay rate. Existing employees within such classification(s) at the location receiving less than the new starting pay rate will be brought up to the new starting pay rate. Employees transferring to other locations will be paid in accordance with the pay rates for that location.~~ The following monthly rates will prevail on the beginning of the pay period closest to the effective date.

# Fleet Technical Instructors & Related

## Article 3.B – Wages, 2 of 3

### Fleet Training Specialist

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

### 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

# Fleet Technical Instructors & Related

## Article 3.B – Wages, 3 of 3

### 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

# Guaranteed Employment Date Moved To 2019 FTI & Related

## Article 2.C.1 **Guaranteed Employment** / Applies to: FTI and Related

### Current Language

No employee in active service or on leave of absence on the date of signing of this Agreement who has a Bid Seniority date of June 3, 1999, or earlier will be furloughed from employment with the Company, except under the following circumstances: failure by the employee to exercise seniority on the system to fill a permanent vacancy or to bump an employee not protected by this paragraph A.5, or failure to fill a permanent vacancy in a higher classification the employee is qualified to fill. An employee who fails to exercise seniority or to fill a vacancy will be eligible for applicable recall rights and normal furlough pay

### Proposed Changes

No employee in active service or on leave of absence on the date of signing of this Agreement who has a Bid Seniority date of ~~June 3, 1999,~~ June 3, 2019, or earlier will be furloughed from employment with the Company, except under the following circumstances: failure by the employee to exercise seniority on the system to fill a permanent vacancy or to bump an employee not protected by this paragraph A.5, or failure to fill a permanent vacancy in a higher classification the employee is qualified to fill. An employee who fails to exercise seniority or to fill a vacancy will be eligible for applicable recall rights and normal furlough pay

## Article 6.C.3 Occupational Injury Leave Applies to: ALL

### Current Language

3. Full-time employees (excluding new hire probationary employees) will accrue paid Occupational Injury Leave of 8 hours per month of paid status, up to a maximum bank of 1200 hours. Part-time employees (excluding new hire probationary employees) will accrue paid Occupational Injury Leave monthly based on the ratio of their monthly straight-time paid hours to a full-time 40 hour work week, up to a maximum bank of 1200 hours. As soon as reasonably practicable after the Effective Date of the Agreement, each subsidiary-United employee employed as of the Effective Date of this Agreement will receive a credit of 100 hours for every 66 hours in his or her Occupational Injury Leave bank, up to a maximum of 1200 hours.

### Proposed Change

3. Full-time employees (excluding new hire probationary employees) will accrue paid Occupational Injury Leave of 8 hours per month of paid status, up to a maximum bank of 1200 hours. Part-time employees (excluding new hire probationary employees) will accrue paid Occupational Injury Leave monthly based on the ratio of their monthly straight-time paid hours to a full-time 40 hour work week, up to a maximum bank of 1200 hours. ~~As soon as reasonably practicable after the Effective Date of the Agreement, each subsidiary-United employee employed as of the Effective Date of this Agreement will receive a credit of 100 hours for every 66 hours in his or her Occupational Injury Leave bank, up to a maximum of 1200 hours.~~



# Vacation Carry-Over

## Article 5.A.5.a.(i) and (ii) **Vacation Carry-over** / Applies to ALL

### Current Language

#### **Vacation Carry-over**

##### 5. Use of Vacation, and Status of Vacation at Separation

a. Except as otherwise required by law, vacation must be taken during the calendar year (the Vacation Usage Year) following the year in which the vacation was earned (the Accrual Year).

(i) However, employees may carry forward, to the year after the Vacation Usage Year, a maximum of 3 unused vacation days and/or Floating Holidays in total (or hourly equivalent) to be used on any open DAT slot on their shift during the following year, or at the employee's option, have all or part of the 3 unused vacation days (including block vacation, DAT's, and Holidays) paid out no later than February 28 of the following year.

(ii) Employees with more than 3 unused vacation days (including block vacation, DAT's, and Holidays) at the end of the Vacation Usage Year will have all days in excess of 3 days paid out no later than February 28 of the following year.

### Proposed Changes

#### **Vacation Carry-over**

##### 5. Use of Vacation, and Status of Vacation at Separation

a. Except as otherwise required by law, vacation must be taken during the calendar year (the Vacation Usage Year) following the year in which the vacation was earned (the Accrual Year). If an employee is unable to use all of their vacation in the vacation usage year, any unused vacation will be paid out as a separate payroll advice no later than the first regular payroll advice date in February of the following year.

~~(i) However, employees may carry forward, to the year after the Vacation Usage Year, a maximum of 3 unused vacation days and/or Floating Holidays in total (or hourly equivalent) to be used on any open DAT slot on their shift during the following year, or at the employee's option, have all or part of the 3 unused vacation days (including block vacation, DAT's, and Holidays) paid out no later than February 28 of the following year.~~

~~(ii) Employees with more than 3 unused vacation days (including block vacation, DAT's, and Holidays) at the end of the Vacation Usage Year will have all days in excess of 3 days paid out no later than February 28 of the following year.~~

# Unused Floating Holidays

## Article 5.B.2 Unused Floating Holidays

### Current Language

#### Vacation Carry-over

2. Floating Holidays In addition, employees (excluding new hire probationary employees) are eligible for 2 Floating Holidays each calendar year, one of which will be on the employee's birthdate (Birthday Floater). Unused Floating Holidays will year.be counted as unused vacation and will be eligible for carry-over to the following calendar year subject to the vacation carryover provisions, including the 3 day carry over limit.

### Proposed Changes

#### Vacation Carry-over

2. Floating Holidays In addition, employees (excluding new hire probationary employees) are eligible for 2 Floating Holidays each calendar year, one of which will be on the employee's birthdate (Birthday Floater). Unused Floating Holidays will be paid out as a separate payroll advice no later than the first regular payroll advice date in February of the following year. ~~counted as unused vacation and will be eligible for carry-over to the following calendar year subject to the vacation carryover provisions, including the 3 day carry over limit.~~

# Profit Sharing for FTI & Related

## Article 3.M Profit Sharing / FTI & Related

### Current Language

M. Profit Sharing Plan IAM represented employees covered under this agreement will cease any future participation in the Company's Profit Sharing Plan effective January 1, 2015.

### Proposed Changes

#### A. Profit Sharing Plan

For profit-sharing for covered employees effective for 2023 profit sharing paid in 2024 and subsequent years of this agreement, the profit sharing plan for IAM represented employees shall be funded with five percent (5%) of pre-tax profit up to a pre-tax margin of six and nine-tenths percent (6.9%) plus ten percent (10%) of pre-tax profit in excess of a pre-tax margin of six and nine-tenths percent (6.9%). Special and unusual items shall be excluded from pre-tax profit when making these calculations.

~~IAM represented employees covered under this agreement will cease any future participation in the Company's Profit Sharing Plan effective January 1, 2015.~~

# Benefits While On Layoff

Housekeeping Item

## Article 3 and 7 – Housekeeping Item regarding insurance coverage on furlough status / Applies to ALL

### Current Language

#### 3.F. Benefit Plans and Eligibility

2. Eligibility for Insurance Benefits Subject to the specific provisions of Sections G through L below, employees and their eligible dependents (“Dependents”) are eligible for benefits under this Article 3 in accordance with the following:

a. Eligibility for Active Benefits All Employees in active service and their Dependents will be eligible for coverage under the medical plans described in Section G, the dental plans described in Section H, the vision plans described in Section I, the flexible spending account plans described in Section J, and the life & accident plans described in Section L. For any employee hired on or after the Effective Date of this Agreement, benefits will commence on the first day of the month following the expiration of 90 days from the employee’s date of hire, unless an earlier date is required by law. Medical benefits under Section G and dental benefits under Section H for employees and their Dependents will be continued while the employee is on layoff due to a reduction in force for a period of 90 days from the date of the employee’s layoff, provided the employee pays the Required Monthly Contribution

Article 7.K

#### K. Furlough Benefits

3. An employee on furlough will continue to have employee pass privileges for 6 months beginning with the effective date of the furlough.

4. A furloughed employee’s medical benefits will continue or until the end of the month in which pay or pay continuation ceases.

### Proposed Changes

#### 3.F. Benefit Plans and Eligibility

2. Eligibility for Insurance Benefits Subject to the specific provisions of Sections G through L below, employees and their eligible dependents (“Dependents”) are eligible for benefits under this Article 3 in accordance with the following:

a. Eligibility for Active Benefits All Employees in active service and their Dependents will be eligible for coverage under the medical plans described in Section G, the dental plans described in Section H, the vision plans described in Section I, the flexible spending account plans described in Section J, and the life & accident plans described in Section L. For any employee hired on or after the Effective Date of this Agreement, benefits will commence on the first day of the month following the expiration of ~~90~~ 60 days from the employee’s date of hire, unless an earlier date is required by law. ~~Medical benefits under Section G and dental benefits under Section H for employees and their Dependents will be continued while the employee is on layoff due to a reduction in force for a period of 90 days from the date of the employee’s layoff, provided the employee pays the Required Monthly Contribution.~~ See Article 7. K for benefits while on layoff status.

Article 7.K

#### K. Furlough Benefits

3. An employee on furlough will continue to have employee pass privileges for 6 months beginning with the effective date of the furlough.

4. A furloughed employee’s medical ~~and dental~~ benefits will continue ~~for the employee and their dependents for a minimum of 90 days~~, or until the end of the month in which pay or pay continuation ceases, ~~whichever is greater, provided the employee pays the Required Monthly Contribution.~~

# EPI / EPS, Job Security

## Article 2.A.3.a **EPI/EPS Job Security / Applies to EPI/EPS**

### Current Language

a. Except as provided in Letter of Agreement #9, no EPI/EPS employed by the Company as of the date of Ratification of this 2016 - 2021, FTI and Related employee agreement, will be furloughed as long as other United Airlines employees perform customary EPI/EPS flight attendant training work. However, the Company may furlough EPI/EPS under the following circumstances... **DATE CHANGE ONLY**

### Proposed Changes

a. Except as provided in Letter of Agreement #9, no EPI/EPS employed by the Company as of the date of Ratification of this ~~2016~~ 2021, 2023-2025, FTI and Related employee agreement, will be furloughed as long as other United Airlines employees perform customary EPI/EPS flight attendant training work. However, the Company may furlough EPI/EPS under the following circumstances... **DATE CHANGE ONLY**

# Multimedia Classifications Will Be Combined With the Developer Classification, Which has Higher Wages

## Article 2.A.1.C Multimedia Classification has been merged into Flight Training Developer Classification and job protection.

Applies to: Multimedia / FTPD

### Current Language

As provided in Letter Of Agreement #9, work currently performed by IAM-represented Flight Training Program Developer and Multimedia Designer employees may not be contracted out prior to July 1, 2024.

From LOA Merge MMD with FTPD:

Contingent upon IAM membership ratification and the Union's execution, no later than May 16, 2023, of the tentative agreement covering Fleet Technical Instructors and Related Employees, both parties agree that the Multimedia Designer classification will be merged into the Flight Training Program Developer classification. The local management team will meet with the local union to determine the process merging the two classifications. The merging of the two classifications will be complete no later than November 5, 2023. Employees in the Multimedia Designer classification will retain their current Multimedia Designer bid seniority and use that bid seniority date as a Flight Training Program Developer.

### Proposed Changes

- c. As provided in Letter Of Agreement #9, work currently performed by IAM-represented Flight Training Program Developer ~~and Multimedia Designer~~ employees may not be contracted out prior ~~to July 1, 2024.~~ December 21, 2026.

From LOA Merge MMD with FTPD:

Contingent upon IAM membership ratification and the Union's execution, no later than May 16, 2023, of the tentative agreement covering Fleet Technical Instructors and Related Employees, both parties agree that the Multimedia Designer classification will be merged into the Flight Training Program Developer classification. The local management team will meet with the local union to determine the process merging the two classifications. The merging of the two classifications will be complete no later than November 5, 2023. Employees in the Multimedia Designer classification will retain their current Multimedia Designer bid seniority and use that bid seniority date as a Flight Training Program Developer.

## **Voting Period**

April 24, beginning at 00:01 EDT

May 1, at 18:00 EDT

Voting to be conducted electronically by Ballotpoint

Call (888) 608-1411 with questions about ballots.

Call your respective AGC with questions about specific contract language.