

# 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. 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 Service Pay Scale

## Article 3.B – Wages

Seniority	Current Rate	Date of Ratification	DOR+1 Year	DOR+ 2 Years
1 Year or less	\$15.33	\$18.51	\$19.07	\$19.64
1-2 years	\$16.27	\$19.15	\$19.72	\$20.31
2-3 years	\$17.14	\$20.05	\$20.66	\$21.28
3-4 years	\$18.27	\$20.88	\$21.51	\$22.15
4-5 years	\$19.64	\$22.00	\$22.66	\$23.34
5-6 years	\$21.19	\$23.65	\$24.36	\$25.09
6-7 years	\$22.84	\$24.78	\$25.52	\$26.29
7-8 years	\$24.38	\$25.90	\$26.68	\$27.48
8-9 years	\$25.81	\$27.36	\$28.18	\$29.02
9-10 years	\$27.63	\$29.29	\$30.17	\$31.07
10-11 years	\$31.00	\$35.03	\$36.08	\$37.16
11+ years	\$33.30	\$35.65	\$36.72	\$37.82

**Lead / Move Team Premium increases to \$3 / hour.**

### Current

#### A. Paycheck

5. Wage progression and longevity increases are effective starting with the pay period which begins nearest the employee's anniversary date.

#### B. Basic Hourly Wages

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, as a result of the elimination of market differentials or changes in longevity pay, will be protected at the higher rate until the date on which his rate of pay under this Agreement 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 hourly rates will prevail on the beginning of the pay period closest to the effective date.

**C. Premiums** Effective November 1, 2013, employees may also be eligible for the following premiums in addition to their basic hourly pay rate for all hours compensated under this Agreement:

1. Lead and Move Team Premium \$1.75 per hour.

### Proposed Changes

#### A. Paycheck

5. Wage progression ~~and longevity~~ increases are effective starting with the pay period which begins nearest the employee's anniversary date.

#### B. Basic Hourly Wages

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, as a result of the elimination of market differentials or changes in longevity pay, will be protected at the higher rate until the date on which his rate of pay under this Agreement 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 hourly rates will prevail on the beginning of the pay period closest to the effective date.

**C. Premiums** Effective ~~November 1, 2013~~, May 1, 2023, employees may also be eligible for the following premiums in addition to their basic hourly pay rate for all hours compensated under this Agreement:

1. Lead and Move Team Premium ~~\$1.75~~ \$ 3.00 per hour.

# Fleet Service Pay Scale

## Article 3.B – Wages

### Vehicle Drivers

Years of Pay Seniority	Step	Effective 05/07/2023	Effective 5/1/2024	Effective 5/01/2025
Less than 1 Year	1	\$18.51	\$19.07	\$19.64
1 but less than 2 Years	2	\$18.66	\$19.22	\$19.80
2 but less than 3 Years	3	\$18.81	\$19.37	\$19.96
3 but less than 4 Years	4	\$18.96	\$19.53	\$20.11
4 but less than 5 Years	5	\$19.77	\$20.36	\$20.97
5 but less than 6 Years	6	\$21.34	\$21.98	\$22.64
6 but less than 7 Years	7	\$23.00	\$23.69	\$24.40
7 but less than 8 Years	8	\$24.55	\$25.29	\$26.05
8 but less than 9 Years	9	\$25.99	\$26.77	\$27.57
9 but less than 10 Years	10	\$27.82	\$28.65	\$29.51
10 Years or More	11	\$31.23	\$32.16	\$33.13

# Guaranteed Employment Date Moved To 2019 PCE/Fleet/Storekeeper

## Article 2.A.5.a. **Guaranteed Employment** / Applies to: Customer Service, Fleet Service (Article 2.A.4.a - Stores)

### Current Language

a. In addition to the foregoing protections, no employee in active service or on leave of absence on the date of signing of this Agreement who has a Company seniority date of April 1, 2006 or earlier will be furloughed from employment with the Company as a direct result of the contracting out of work, 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 paragraph 4.b below, 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 normal furlough pay.

b. In addition to the foregoing protections, no employee in active service or on leave of absence on the date of signing of this Agreement who has a Company 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 4.b, 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

- a. No employee in active service or on leave of absence on the date of signing of this Agreement who has a Company seniority date of June 3, 2019 or earlier will be furloughed from employment with the Company or furloughed from full time status to part time status unless: 1. The Company provides the employee the opportunity to exercise seniority on the system to fill a permanent full-time vacancy somewhere on the system or to displace an employee not protected by this paragraph 5.a from a permanent full-time position; and 2. an employee fails to exercise seniority on the system to fill a permanent full-time vacancy, displace a junior employee in either full-time or part-time status not protected by this paragraph 5.a, or 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 and is furloughed from employment with the Company will be eligible for applicable recall rights and normal furlough pay.

# Staffing Requirements – Fleet Service

## Article 2.A.1 **Job Security** / Applies to: Fleet Service 1 of 2

### Proposed Changes

#### **1. Contracting Out of Core Work**

a. The Company will not contract out to outside vendor(s) the “core” work currently performed by Fleet Service employees at the following airports: Denver (DEN), Newark (EWR), Washington Dulles (IAD), Houston (IAH), Los Angeles (LAX), Chicago (ORD), San Francisco (SFO), Atlanta (ATL), Austin (AUS), Billings (BIL), Boston (BOS), Baltimore-Washington (BWI), Cleveland (CLE), Colorado Springs (COS), Washington National (DCA), Dallas-Fort Worth (DFW), Fort Lauderdale (FLL), Guam (GUM), Honolulu (HNL), Indianapolis (IND), Kona (KOA), Lihue (LIH), Kahului (OGG), New York Kennedy (JFK), Las Vegas (LAS), New York LaGuardia (LGA), Orlando (MCO), Miami (MIA), Minneapolis (MSP), New Orleans (MSY), Portland (PDX), Philadelphia (PHL), Phoenix (PHX), Pittsburgh (PIT), Raleigh-Durham (RDU), Reno (RNO), San Diego (SAN), San Antonio (SAT), San Jose (SJC), Salt Lake City (SLC), Seattle (SEA), Orange County (SNA), ~~and~~ Tampa (TPA) and Tulsa (TUL). The core work of Fleet Service employees generally consists of: loading, stowing, unloading, and pick-up and delivery, to and from all aircraft (including work performed in support of United Express operations by agreement between the Company and the Union), of cargo, including mail, express, baggage, freight, Company material, and the preparation of records in connection therewith; bag room activity of moving baggage from the Company’s baggage sortation system piers and carousels; the operation of automotive and other ramp equipment for servicing aircraft, not including the operation of movable or telescoping passenger loading devices attached to terminal buildings; and may include preparing or helping in the preparation of loading plans, maintaining the ramp area and equipment in a clean, presentable condition and other general ramp service work, scanning of bags and materials, receipt and dispatch of aircraft, recognized move team duties, and bag room activity.

# Staffing Requirements – Fleet Service

## Article 2.A.1 **Job Security** / Applies to: Fleet Service 2 of 2

### Proposed Changes

#### 1. Staffing Requirements

If the number of active full-time Ramp Service employees is at or above 9,660, a full-time minimum of 52% / part-time maximum of 48% of the total employees in the Fleet Service Agreement will be maintained. If the number of active full-time Ramp Service employees is below 9,660, a full-time minimum of 60% / part-time maximum of 40% of the total active employees in the Fleet Service Agreement will be maintained.

If the Company falls below the number of active full-time positions system-wide set forth above, the Company and the Union agree not to force part-time employees to full-time status. The Company may open additional full-time vacancies on the system or reduce part-time employees in order to comply with the limits as specified below.

Ramp Service (includes Leads and Move Team)	Number of Full-Time Employees As of Date of Ratification (DOR)	Full Time Minimum	Part Time Maximum
If at or above	9,660	52%	48%
If below	9,660	60%	40%



# PCE, Fleet and Storekeeper- Uniforms

## Uniforms: Passenger Service, Fleet (10G) and Storekeepers (10H) Safety Shoes do not apply to Passenger Service

### Current Language

#### 10. G. Uniforms

4. The Company will reimburse each ramp employee up to \$52 annually for steel toed shoes used for ramp work, providing the employee provides appropriate receipts to the Company.

### Proposed Changes

#### 10. G. Uniforms

~~4. The Company will reimburse each ramp employee up to \$52 annually for steel toed shoes used for ramp work, providing the employee provides appropriate receipts to the Company. The Company will provide one pair annually of safety toe, non-skid soled shoes for IAM represented employees required to wear such shoes for work. Employees will be required to utilize the supplier(s) and ordering processes established by the Company. Employees who elect to purchase required safety shoes from another source will not receive reimbursement. In cases in which the employee cannot utilize the Company's provider, the employee will be reimbursed for the purchase of safety shoes approved by the Company in advance.~~

~~8. In the event the company changes vendors, or the uniform cost increases more than 15%, the Company and the Union will review the annual point allotment.~~

~~9. The electronic system the employee uses to order uniforms, will allow all employees to order uniform pieces regardless of the employee's gender.~~

~~10. Employees may use uniform points to purchase insurance premiums for technology devices.~~

# System Vacancies- 2 x Per Calendar Year Six-Month Penalty Elimination

## Article 1.C.2.a – d **System Vacancies:**

### **Applies to Fleet Service, Stores, Passenger Service, Maintenance Instructors and Security Officers**

#### **Current Language**

##### **C. Vacancies**

d. An employee bidding a vacancy in a different Location, (i) must have at least 1 year of service with the Company; and (ii) if on a leave of absence or EIS, must be able to return to work at the vacancy's Location by the reporting date, unless the Company waives these requirements.

#### **Proposed Changes**

##### **C. Vacancies**

d. An employee bidding a vacancy in a different Location, (i) must have at least 1 year of **service in their classification** ~~with the Company~~; and (ii) if on a leave of absence or EIS, must be able to return to work at the vacancy's Location by the reporting date, unless the Company waives these requirements.

e. An employee will have the opportunity under this agreement to accept two system bids per calendar year. Exclusive of the two system bids per calendar year, an employee will also have the right to bid back to their original location from which the employee bid from one time during the same calendar year.

f. In addition to the rights contained in paragraph e above, an employee will also have the right to bid to any newly opened location, or any existing location that is insourced and staffed with employees covered under this agreement.

## 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.~~

### Article 3.K.3.a and 3.K.3.b **Retiree Bridge Medical Transition Rules** Applicable to Fleet Service, Stores, Passenger Service and 3.J.3 CLP

#### Current Language

##### 3. Transition Rules

*a. Notwithstanding Sections K.1 or K.2, any employee who is employed by subsidiary-United immediately prior to the Effective Date of this Agreement who retires prior to January 1, 2014 may elect to retire under the retiree medical provisions (Pre-Medicare and Post-Medicare coverage) of the collective bargaining agreement in effect between the Company and the Union for subsidiary-United employees immediately prior to the Effective Date of this Agreement in lieu of retiring under Sections K.1 or K.2. If previously furloughed, the employee must have returned from furlough more than twelve calendar months prior to retirement.*

b. For any employee who (i) is employed by subsidiary-United immediately prior to the Effective Date of this Agreement, (ii) is at least age 55 on the Effective Date of this Agreement, and (iii) retires under Section K.1 above, on the date such employee retires the Company will credit the employee's sick bank with 528 hours (inclusive of any existing sick hours in the employee's sick bank on the date such employee retires), reduced by the number of sick bank hours the employee uses between the Effective Date of this Agreement and the date the employee would turn age 61.

##### Article 3.J.3

##### Applicable to Central Load Planners

1. Transition Rule For any employee who (i) is employed by subsidiary-United immediately prior to the Effective Date of this Agreement, (ii) is at least age 55 on the Effective Date of this Agreement, and (iii) retires under Section K.1 above, on the date such employee retires the Company will credit the employee's sick bank with 528 hours (inclusive of any existing sick hours in the employee's sick bank on the date such employee retires), reduced by the number of sick bank hours the employee uses between the Effective Date of this Agreement and the date the employee would turn age 61.

#### Proposed Changes

b. For any employee who (i) is employed by subsidiary-United immediately prior to the, ~~Effective Date of this Agreement November 1, 2013,~~ (ii) is at least age 55 on ~~the Effective Date of this Agreement November 1, 2013,~~ and (iii) retires under Section K.1 above, on the date such employee retires the Company will credit the employee's sick bank with 528 hours (inclusive of any existing sick hours in the employee's sick bank on the date such employee retires), reduced by the number of sick bank hours the employee uses between the ~~Effective Date of this Agreement November 1, 2013,~~ and the date the employee would turn age 61.

##### Article 3.J.3

##### Applicable to Central Load Planners

1. Transition Rule For any employee who (i) is employed by subsidiary-United immediately prior to ~~January 1, 2015 the Effective Date of this Agreement,~~ (ii) is at least age 55 on ~~January 1, 2015 the Effective Date of this Agreement,~~ and (iii) retires under Section K.1 above, on the date such employee retires the Company will credit the employee's sick bank with 528 hours (inclusive of any existing sick hours in the employee's sick bank on the date such employee retires), reduced by the number of sick bank hours the employee uses between the ~~January 1, 2015 Effective Date of this Agreement~~ and the date the employee would turn age 61.

# 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.~~

## Article 5.B.8 **Calling in sick on a deferred holiday**

### Current Language

8. If an employee calls in sick on a holiday that he or she is scheduled to work will receive holiday pay, but will not receive any sick pay nor will any time be deducted from his or her sick bank.

### Proposed Changes

8. If an employee calls in sick on a holiday that the employee ~~he or she~~ is scheduled to work, the employee will receive holiday pay, but will not receive any sick pay nor will any time be deducted from his or her ~~the employee's~~ sick bank.

9. If an employee calls in sick on a holiday the employee deferred but is scheduled to work, the employee is eligible to receive sick pay.



# Lead Testing / Daily Upgrades

## Article 1.C. 3. **Lead Testing, Lead Pool and Daily Upgrades** / Applies to: **Fleet Service**

### Current Language

No Current Language  
For Lead Testing Exists

### Proposed Changes

a. Lead positions: Effective May 1, 2023, interested basic Ramp Service employees and Move Team interested in obtaining the Lead Ramp Service position must be qualified for the position and pass an assessment with a score of 70% by the close of the posting. Once qualified, employees will be placed in a Lead pool. Existing Lead Ramp Service employees or employees who have previously held a permanent Lead Ramp Service position prior to May 1, 2023, will be considered qualified, in the Lead pool, and will not be required to take the assessment.

b. Daily upgrades and temporary assignments for the Lead position will be offered by Bid Seniority in the Lead Pool and if all decline the upgrade will be assigned to the junior employee in the Lead Pool. If there is no one qualified in the Lead Pool, the assignment will be offered to non-probationary employees using basic bid seniority and if all decline, the Company may assign the junior non-probationary employee.

# Bid Seniority Date

**Applies to: Fleet, Storekeepers, Security**

## Current Language

Fleet Service, Stores, Security Officers  
Article 7.A.4

1. **Bid Seniority Date** An employee's Bid Seniority begins on the date the employee is placed on the Company's payroll for newly hired regular employees. For Company employees transferring into this Agreement, Bid Seniority is the date an employee is notified that he or she is awarded an open vacancy. A common seniority date will be assigned when multiple positions are filled at the same time for the same vacancy. For Lead positions an employee will both: (a) retain and continue to accrue bid seniority in his or her basic classification and (b) accrue Bid Seniority in the work status of the lead position of the location /point beginning the day after the lead vacancy closes. Employees will stop accruing seniority and their date will be adjusted for periods of promoted status that exceed 183 days and for periods of educational and personal leaves of absence that exceed 90 days. Bid seniority is used for all types of bidding contained in this agreement except vacation.

## Proposed Changes

Fleet Service, Stores, Security Officers  
Article 7.A.4

1. **Bid Seniority Date** An employee's Bid Seniority begins on the date the employee is placed on the Company's payroll for newly hired regular employees. For Company employees transferring into this Agreement, Bid Seniority is the date an employee is notified that he or she is awarded an open vacancy. A common seniority date will be assigned when multiple positions are filled at the same time for the same vacancy. For employees in Lead positions prior to May 1, 2023, an employee will both: (a) retain and continue to accrue Bid Seniority in his or her basic classification; and (b) accrue Bid Seniority in the work status of the Lead position at the Location/Point beginning the day after the Lead vacancy posting closes. Employees awarded Lead positions effective on or after May 1, 2023 will use their basic bid seniority for placement on the Lead seniority list but will remain junior to Leads awarded prior to May 1, 2023. Employees will stop accruing Bid Seniority and their date will be adjusted for periods of promoted status that exceed 183 days, and for periods on educational and personal leaves of absence that exceed 90 days. Bid Seniority is used for all types of bidding contained in this Agreement except for vacations.

## **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.