

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 has been added to the 2016 agreement.

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

Maintenance Instructors Pay Scale

Article 3.B – Wages

Current

B. Wages

1. An employee whose rate of pay upon the Effective Date of this Agreement would be less than the rate the employee received on the day prior to the Effective Date, 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.

Proposed Changes

B. Wages

1. An employee whose rate of pay upon the Effective Date of this Agreement would be less than the rate the employee received on the day prior to the Effective Date, 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.
2. Wage Schedule:
 - a. Maintenance Instructor hired in the classification prior to DOS.

Seniority	Current	Date of Ratification	+ 1 Year	+2 Years
Hourly Rate	\$54.80	\$63.50	\$65.41	\$67.37
Monthly Rate	\$9,498.67	\$11,006.67	\$11,336.87	\$11,676.97

Guaranteed Employment Date Moved To 2019 Maintenance Instructors

Article 2.C.1. **Guaranteed Employment** / Applies to: Maintenance Instructors

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 January 1, 2006 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 C.1, 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 ~~January 1, 2006~~ June 3, 2019 or earlier will not 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 C.1, 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.

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.~~

Name Change Within the Company

Housekeeping Item

Current Language

Passenger Service Only

Article 1.A.2.a.(ii)

Changing **United Club / Global Services** to **Premium Services**

(i) Specialty Positions Where designated by the Company, Specialty positions within the CSR classification may include but are not limited to: Global Services, United Club, Concierge, Interpreters, Centralized Help Desk, Station Operations Representative, and Aircraft Appearance Coordinators. Specialty positions will include specific qualifications and selection criteria.

Proposed Changes

Passenger Service Only

Article 1.A.2.a.(ii)

Changing **United Club / Global Services** to **Premium Services**

(i) Specialty Positions Where designated by the Company, Specialty positions within the CSR classification may include but are not limited to: Premium Services, Global Services, United Club, Concierge, Interpreters, Centralized Help Desk, Station Operations Representative, and Aircraft Appearance Coordinators. Specialty positions will include specific qualifications and selection criteria.

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 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.

401 (k) Match for CLP, MI, and SEC

Article 3 - 401 (k) Match / Applies to Load Planners, MI, & Security Officers

Current Language

No Current Language for 401(k) match

Proposed Changes

401(k) Benefits Without regard to the pension plan in which an employee participates under subsection (1) above, each employee will be eligible to participate in a Company-sponsored 401(k) retirement savings plan pursuant to the terms of such plan, provided that each such employee will be eligible for matching contributions as described below and any such plan will be amended accordingly. Any such plan will not be otherwise altered or diminished for such employees unless done so on a company-wide basis for all employees participating in such plan. Before any changes are made, the Company will notify the Union in writing in advance of the effective date of such change(s). Upon request by the Union, the Company will meet to explain the change(s). Notwithstanding the foregoing, the Company will have the sole discretion to determine the specific Company-sponsored 401(k) retirement savings plan to which the matching contributions described below will be made. Matching contributions for any employee covered under this Agreement will be equal to the greater of:

- a) 100% of the employee's before-tax contributions to the plan up to a maximum of \$300 for the plan year; or
- b) If the employee has at least 5 years of adjusted Company service, the amount determined under the following chart based on the employee's years of adjusted Company service (determined as of the last day of the applicable calendar quarter):~~The Company may transition all other employees under this Agreement from the United Airlines Ground Employee 401(k) Plan to the Continental Airlines, Inc. 401(k) Savings Plan, or vice versa, by plan merger or otherwise.~~

<u>Years of Service</u>	<u>Company Match</u>
<u>At least 5 but less than 10</u>	<u>25% of the employee's before-tax contributions for the plan year up to 4% (i.e., maximum match of 1%)</u>
<u>At least 10 but less than 15</u>	<u>50% of the employee's before-tax contributions for the plan year up to 4% (i.e., maximum match of 2%)</u>
<u>At least 15</u>	<u>50% of the employee's before-tax contributions for the plan year up to 6% (i.e., maximum match of 3%)</u>

For each employee who was covered by the collective bargaining agreement between United Air Lines, Inc. and the Union immediately prior to the Effective Date of this Agreement, the effective date for the matching contributions is June 1, 2023; with the understanding that, if administratively necessary, the Company may make the initial contributions later in 2023.

Insourcing of Work- M.I.

Article 1.B. **Insourcing of Work** / Applies to: Maintenance Instructors

Current Language

Locations and Points As used in this Agreement, a Location is defined as a Company facility with the same station or building designator codes, and a Point is defined as combined Locations within a geographical area as follows:

- Chicago Point: Includes CHI, MDW, ORD, and WHQ.
- New York Point: Includes EWR, JFK and LGA.
- Houston Point: Includes IAH, HOU and NHC.
- Denver point: Includes DIA and the Denver Training Facility
- San Francisco Point: Includes SFO and OAK

Proposed Changes

Locations and Points As used in this Agreement, a Location is defined as a Company facility with the same station or building designator codes, and a Point is defined as combined Locations within a geographical area as follows:

- Chicago Point: Includes CHI, MDW, ORD, and WHQ.
- New York Point: Includes EWR, JFK and LGA.
- Houston Point: Includes IAH, HOU and NHC.
- Denver point: Includes DIA and the Denver Training Facility
- San Francisco Point: Includes SFO and OAK
- Orlando Point: Includes MCO and TPA

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.