

# 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.

# Passenger 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 Premium increases to \$3 / hour.

Specialty Pay Increase to \$1.50

### 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 closest pay period 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 Premium \$1.75 / hour.
3. Position Premium (Specialty) \$1.00

### 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 closest pay period 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 Premium ~~\$1.75~~ **\$3.00** per hour.
2. Position Premium (Specialty) ~~\$1.00~~ **\$1.50**

# All Reservations & CTO Pay Scale

## Article 3.B – Wages

## All Reservations and CTO will fall under the same pay scale

### 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 closest pay period 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 Premium \$1.75 hour.
3. Position Premium (Specialty) \$1.00

### 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 closest pay period 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 Premium ~~\$1.75~~ ~~\$3.00~~ per hour.
2. Position Premium (Specialty) ~~\$1.00~~ \$1.50

Seniority	Current	Date of Ratification	DOR + 1 Year	DOR + 2 Years
Less than 1 year	\$15.18	\$18.51	\$19.06	\$19.64
1 - 2 years	\$16.11	\$18.81	\$19.37	\$19.96
2 - 3 years	\$16.97	\$19.47	\$20.05	\$20.66
3 - 4 years	\$18.09	\$20.35	\$20.96	\$21.59
4 - 5 years	\$19.44	\$21.45	\$22.09	\$22.76
5 - 6 years	\$20.98	\$23.10	\$23.79	\$24.51
6 - 7 years	\$22.61	\$24.25	\$24.98	\$25.73
7 - 8 years	\$24.14	\$25.59	\$26.36	\$27.15
8 - 9 years	\$25.55	\$27.08	\$27.89	\$28.73
9 - 10 years	\$27.35	\$28.99	\$29.86	\$30.76
10 - 11 years	\$30.69	\$34.56	\$35.60	\$36.66
11 + years	\$32.97	\$35.29	\$36.35	\$37.44

# Passenger Service Pay Scale

## Article 3.B – Wages

### Valet Room Attendants

Years of Pay Seniority	Step	Current	Date of Ratification	DOR + 1	DOR + 2
Less than 1 Year	1	\$13.14	\$18.51	\$19.07	\$19.64
1 but less than 2 Years	2	\$13.76	\$18.81	\$19.37	\$19.96
2 but less than 3 Years	3	\$14.93	\$19.11	\$19.68	\$20.27
3 but less than 4 Years	4	\$15.35	\$19.41	\$19.99	\$20.59
4 but less than 5 Years	5	\$15.47	\$19.71	\$20.30	\$20.91
5 but less than 6 Years	6	\$16.25	\$20.01	\$20.61	\$21.23
6 but less than 7 Years	7	\$16.94	\$20.31	\$20.92	\$21.55
7 but less than 8 Years	8	\$17.36	\$20.61	\$21.23	\$21.87
8 but less than 9 Years	9	\$17.52	\$20.91	\$21.54	\$22.18
9 but less than 10 Years	10	\$18.22	\$21.21	\$21.85	\$22.50
10 Years or More	11	\$21.84	\$23.38	\$24.08	\$24.80



# Passenger Service Pay Scale

## Article 3.B – Wages

### Customer Service Clerks

Years of Pay Seniority	Step	Current	Date of Ratification	DOR + 1	DOR + 2
Less than 1 Year	1	\$13.14	\$18.51	\$19.07	\$19.64
1 but less than 2 Years	2	\$13.76	\$18.81	\$19.37	\$19.96
2 but less than 3 Years	3	\$14.93	\$19.11	\$19.68	\$20.27
3 but less than 4 Years	4	\$15.35	\$19.41	\$19.99	\$20.59
4 but less than 5 Years	5	\$15.47	\$19.71	\$20.30	\$20.91
5 but less than 6 Years	6	\$16.25	\$20.01	\$20.61	\$21.23
6 but less than 7 Years	7	\$16.94	\$20.31	\$20.92	\$21.55
7 but less than 8 Years	8	\$17.36	\$20.61	\$21.23	\$21.87
8 but less than 9 Years	9	\$17.52	\$20.91	\$21.54	\$22.18
9 but less than 10 Years	10	\$18.22	\$21.21	\$21.85	\$22.50
10 Years or More	11	\$21.84	\$23.38	\$24.08	\$24.80

# All Reservations & CTO

## Article 3.C – Premiums

### All Reservations and CTO will fall under the same pay scale

#### Current

**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:

2. Lead Premium: \$1.75 hour.
3. Position Premium Unless an employee is already being paid a Lead Premium, a Position Premium of \$1.00 hour for employees assigned to the following positions:
  - a. Customer Service - Global Services, United Club, Premium Services, Concierge, and Interpreters
  - b. Station Operations Representative
  - c. Global/Designated Special Services Global Service (GSE), Language Desks

#### Proposed Changes

**C. Premiums** Effective ~~November 1, 2013, 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 Premium: ~~\$1.75-\$3.00~~ per hour.
3. Position Premium Unless an employee is already being paid a Lead Premium, a Position Premium of ~~\$1.00-\$1.50~~ per hour for employees assigned to the following positions:
  - a. Customer Service - Global Services, United Club, Premium Services, Concierge, and Interpreters
  - b. Station Operations Representative
  - c. Reservations – Global/Designated Special Services-Global Service (GSE), Global Services Customer Care (GPW), VIP Desk (VIP), Washington Desk (WAS), Reservations Processing Center Desk (RPC) and Language Desks

**Article 1.C.3.d (v)  
Remote Reservation  
monthly stipend increase to  
\$90**

**Lead Premium Increases to  
\$3.00 an Hour**

**Specialty Premium increase  
to \$1.50 an Hour**

# 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 – Passenger Service

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

### Proposed Changes

#### Job Security

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

a. The Company will not contract out to outside vendor(s) the “core” work currently performed by Passenger 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), Kansas City (MCI), 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), Fort Myers (RSW), San Diego (SAN), San Antonio (SAT), San Jose (SJC), San Juan (SJU), Salt Lake City (SLC), Sacramento (SMF), Seattle (SEA), Orange County (SNA), St. Louis (STL), Tampa (TPA) and Tulsa (TUL). In addition, prior to 12/1/2026 or when Brick and Mortar and Remote Reservations pay rates are equalized, the Company will not close the following call centers: Chicago (CHIRR) and North Houston (NHCR). The core work of Passenger Service Employees (including work performed in support of United Express operations by agreement between the Company and the Union) generally consists of processing customer transactions within the Shares (or equivalent) passenger service or cargo reservations system in authorized positions at designated airports, contact centers (including remote reservations agent functions), and other specified support locations, including booking and modifying reservations, ticketing and check-in within an airport facility, execution of over-sales, loyalty program/Mileage Plus transactions, customer service recovery, flight arrival and departure processing, and operation of passenger loading systems/jet bridges.

(i)

b. Contact Centers: A minimum of 50% of the total calls plus customer care cases will be performed on-shore, inclusive of the following specialty desks (WAS, VIP, GSE, GPW, RPC).

The Company will provide to the PDGC, on a semi-annual basis, the data verifying compliance with the on-shore / off-shore percentage balance.

# Staffing Requirements – Passenger Service

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

### Proposed Changes

#### **6. Staffing Requirements**

If the number of active full-time Passenger Service employees is at or above 6,275, a full-time minimum of 42% / part-time maximum of 58% of the total employees in the Passenger Service Agreement will be maintained. If the number of active full-time Passenger Service employees is below 6,275, a full-time minimum of 52% / part-time maximum of 48% of the total active employees in the Passenger 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.

Passenger Service	Number of Full-Time Employees As of Date of Ratification (DOR)	Full Time Minimum	Part Time Maximum
If at or above	6,275	42%	58%
If below	6,275	52%	48%

# Uniform points increase to 330 points

## Article 10.G. **Uniforms** / Fleet and Stores 200 to 330, Passenger Service 230 to 330

### Current Language

#### A. Uniforms

1. Customer confidence is based in part on a consistent and professional public appearance that is promoted by attractive and well-maintained uniforms.
2. Where the Company requires employees to wear uniforms, each employee will be given an annual bank of 200 points to obtain uniform items within that calendar year.

### Proposed Change

#### A. Uniforms

1. Customer confidence is based in part on a consistent and professional public appearance that is promoted by attractive and well-maintained uniforms.
2. Where the Company requires employees to wear uniforms, each employee will be given an Annual bank of ~~200~~ 330 points to obtain uniform items within that calendar year.

# 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.

# This language should have been removed in 2016

## 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.~~

# This should have been changed in 2016

## 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.

# 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 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 Upgrade

Article 1.C.3. **Lead Testing, Lead Pool and Daily Upgrades** / Applies to: Storekeepers, Passenger Service and Security Officers

## Current Language

No Current Language  
For Lead Testing Exists

## Proposed Changes

### **A. Vacancies**

#### 3. Awarding Vacancies

a. Lead positions: Effective May 1, 2023, basic Storekeepers interested in obtaining the Lead Storekeeper position must qualify for the position by passing an assessment with a score of 70%. Once qualified, employees will be placed in a Lead pool. Existing Lead Storekeepers or employees who have previously held a permanent Lead Storekeeper 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.

## **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.