



Agreement in Principle

Between The IMAW & United Airlines



Summary of Key Changes

Insourcing, Protecting Full-Time Opportunities, Improved Job Security, and Industry-Best Wages

The Agreement in Principle vastly improves job security with guaranteed employment for those hired on or before June 3, 2019. Restores part-time limits, which protects full-time opportunities. Even with the new full-time protections, no part-time worker will be forced into a full-time position.

Guaranteed Employment: 6/3/2019

The new agreement provides guaranteed employment for any employee hired on or before June 3, 2019. Any employee hired after that date retains the right to exercise their seniority to maintain employment on the system during a reduction in force.

Ratification Payment

The Union has negotiated a \$45 million dollar Ratification Payment to be paid out within 30 days of ratification.

Increased Uniform Allotment

The uniform allotment will increase to 330 points per year, an increase of 130.

Lead Seniority and Testing

A Lead test will be created and agreed upon by both the Company and Union. To pass the test, a score of 70% or higher is needed. Those who pass will join a Lead Pool, and new Lead vacancies will be filled from this pool based on seniority. This process won't change current Seniority practices and will only apply to new vacancies after the Date of Ratification (DOR).

Current Leads don't need to take the test, and temporary upgrades aren't required to take the test for short-term positions. When offering temporary or daily upgrades, the company will first offer them to the Lead Pool by seniority.

Two-Year Contract Extension

This will extend the current agreement by two years, starting from the Date of Ratification, allowing us to open full negotiations 12 months prior to the amendable date.

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

PLUS

All Stores employees will receive \$1.35 Skill Pay per hour for all hours worked.

PLUS

Lead pay will increase by 72% to \$3.00



STOREKEEPERS