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## United Contract Negotiations Update

16 September 2025

Our negotiating team and United Airlines management continued discussions for our seven collective bargaining agreements this past week in Chicago. We were joined by subcommittees for the Central Load Planners (CLP), who actively worked on their specific proposals.

### Central Load Planners

For the CLP contract, we reached a tentative agreement on Article 1 (Qualifications, Positions and Vacancies) that better honors seniority when bidding Lead vacancies or Charter Desk work. **We also reached** agreements on Article 4 (Hours of Service & Overtime). A high priority in the CLP members' survey was improving eligibility to work overtime when members are on a DAT or floating holiday rather than on a vacation week—an improvement we successfully achieved. We also improved compensation for CLP members required to work mandatory overtime.

### Passenger and Fleet Service

Negotiations for the Passenger Service and Fleet contracts continued to center on Article 4 issues, particularly outage relief. This was a key concern for our members in their proposals and surveys, second only to economics. We are proud to say we **FINALLY** reached a tentative agreement that no longer allows the Company to place **100%** of a station on outage relief and significantly improves the honoring of seniority, even when assigned to outage relief.

This progress opened the door to discuss other Article 4 topics, including overtime and mandatory overtime. Eliminating mandatory overtime industry-wide is not feasible due to weather and irregular operations. No Passenger Service or Fleet contract in the industry bars an airline from holding employees in emergencies. What we can do is hold management more accountable with stronger contract language to ensure that, when mandatory overtime is needed, it is administered properly—and that compensation is provided when it is not.

**We have provided the Company with additional proposals and expect a response at our next session the week of October 6, when the Storekeeper and Security Subcommittees will join us.**

If you have questions or concerns, please contact a District Officer to ensure you receive accurate information. You can also stay informed by signing up for District 141 updates at [iam141.org](http://iam141.org)

In solidarity,

**Michael G. Klemm**

President and Directing General Chair,  
District 141, IAM Union

### **IAM District 141 Negotiating Team**

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