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United Contract Negotiations Update

14 October 2025

Our negotiating team and United Airlines management continued discussions for our seven collective bargaining agreements in Chicago this past week. We were joined by subcommittees from the Security Officer and Storekeeper contracts, who actively worked on their specific proposals.

For the Security Officer contract, negotiations focused on clarifying and reaching a shared understanding of existing contract language regarding badge control work. We also addressed the Security Officers' shift bid, as well as overdue vacation bidding and liability language.

Additional discussions covered lead pay for Officers who work in the basic and train new hires. We reviewed several union proposals related to compensation and job security and addressed training needs and requirements for the department.

The Company responded to one of our proposals and committed to following up on others that include economic considerations. No new tentative agreements were reached this week, and discussions will continue in upcoming sessions.

Negotiations for the Passenger Service and Fleet Service contracts continued to center on overtime, specifically the Company's misuse of mandatory overtime. As we shared with you last month, eliminating mandatory overtime in the airline industry is not feasible due to weather and irregular operations. No Passenger Service or Fleet contract in the industry prevents an airline from holding employees in circumstances where the operation is in jeopardy. We are focused on improving communication from the Company during mandatory overtime situations, as well as holding the Company more accountable for better determining staffing needs and durations. No tentative agreements were reached on this important matter, but good dialogue and positive proposals were exchanged.

Unfortunately, I cannot say the same for our talks on behalf of the Storekeepers. For the second consecutive Storekeeper session, absolutely zero progress was made. To make matters worse, the Company was not even prepared to answer our proposals submitted on behalf of our Storekeepers, which focused on job preferencing, insourcing work, and protecting that work once insourced. We are confident that the Company understood our frustration regarding the lack of respect shown to our Storekeepers, and we have been given assurances that they will make the necessary changes for us to have more productive talks to reach an agreement that our Storekeepers deserve moving forward.

We are scheduled to continue negotiations the week of November 3, when the Fleet Technical Instructors subcommittee 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.

In solidarity,

Michael G. Klemm
President and Directing General Chair,
District 141, IAM Union

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