



YOUR OVERTIME CANNOT BE CANCELED

11 November 2025

Negotiations for the Passenger Service and Fleet Service contracts continued to focus on overtime.

The company is illegally canceling accepted overtime assignments. According to your Collective Bargaining Agreement, Article 4, Section D.1.d, **"Once overtime hours are awarded or assigned to an employee, it is that employee's responsibility to work and the overtime hours cannot be traded or cancelled by the employee or cancelled by the Company."**

This means that if you are offered four hours of voluntary or mandatory overtime, it cannot be canceled. If flights are no longer available or your services are no longer needed, management can ask if you would like to go home, but they cannot cancel your overtime if you choose to stay. If this is occurring at your station, please notify your Union Stewards and/or Grievance Committees so they can file grievances on your behalf.

This was our least productive session to date for Passenger Service and Fleet, as United's negotiating team asserted they do not have to adhere to our current contract, let alone negotiate new language to hold United's front-line management more accountable when declaring mandatory overtime.

Mandatory overtime is an unavoidable part of the airline industry, and while it is not ideal, it should not be more burdensome for employees forced to stay than it is for management. In some instances, management is going home to be with their families while employees remain to address irregular operations.

We also met with the company to negotiate the Fleet Technical Instructors and Related contract. We made progress on Articles One and Four, completing nine Tentative Agreements, including Scheduling Issues, Auto, Reserve Release Time, Rest Time, Vacancy, Overtime Bypass, and Overtime Notification. We also completed one Tentative Agreement in Article One on Classification Language for the recently organized Flight Standards Technical Writers.

Our next meeting to continue negotiations will take place the week of December 8, when the Maintenance and Storekeeper 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.

In solidarity,

Michael G. Klemm

President and Directing General Chair,
District 141, IAM Union

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