



United Airlines Negotiations Update

March 31, 2026

In our last update, we informed you that we had completed all non-economic issues and presented a comprehensive economic proposal to United Airlines. This proposal includes industry-leading wages across all seven contracts, reduced pay progression steps, additional holidays, improved vacation accrual, and other enhancements prioritized by IAM members.

At that time, we were awaiting the Company's response. United has now responded, and unfortunately, the news is not positive. When negotiations began, I expressed my expectation that we would have a seamless agreement ready for you to vote on before your next scheduled raise in May 2026. United's response falls far short of what you deserve.

Given United's significant profitability, this proposal makes clear that the Company is not prioritizing its employees. We have seen this pattern across other work groups. Flight attendants, who recently reached a tentative agreement and will be voting soon, went six years without a raise. The mechanic group rejected a substandard offer nearly two years ago and still does not have a new agreement. United's current proposal would leave our members behind many smaller carriers in areas such as holidays and vacation accrual. It would also leave us behind carriers like Southwest and American in profit sharing and retirement benefits. While the proposal may move wages closer to industry standards, it does not achieve the "leapfrog" or industry-leading improvements our members deserve.

In our last two contracts, our primary focus was job security and wages—and we were successful. District Lodge 141 members have led the industry in pay for their respective classifications in seven of the last ten years, and we have not lost a single job to outsourcing during that time, following the outsourcing of thousands of jobs between 2013 and 2015. During that time, we secured industry-leading wages and strong job protections. However, United has allowed employees to fall behind in other key economic areas. Rather than addressing these gaps, the Company's current proposal is both disappointing and concerning. It fails to reflect the value of your work—especially when compared to how other carriers treat their employees.

Our next meeting is scheduled for the week of April 20th. We expect United to come prepared with an offer that respects the work you do.

If you have questions, please contact a District Officer to ensure you receive accurate information. You can also stay informed by contacting a member of the negotiating team or by signing up for updates at iam141.org.

In Solidarity,

Michael G. Klemm
President and Directing General Chair,
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