

Technician Agreement: highlights

Below are some highlights of the Closeout Proposal for Technicians and Related Employees recently offered by United to the International Brotherhood of Teamsters. These are only highlights – the comprehensive CBA language will have the complete terms.

Compensation

- \$46.15/hr TOS all-in Technician rate – 25% increase at DOS and 33% cumulative increase over duration of agreement
- Multiple Reset Commitments – American Airlines at JCBA ratification, Industry average at DOS + 4 years and at amendable date and every 12 months beyond if no successor agreement
- \$80 million Signing Bonus / Retro pool
- Early-Out Program; \$5,000/yr of service to maximum of \$100,000

Scope and Job Protections

- Furlough protection for all active technicians at ratification
- Houston and San Francisco Base point protection
- Outsourcing protections
- Establish GSE and Facilities maintenance operations in MCO
- Expanded Guam GSE Island support scope
- Aircraft movement flexibility
- 12 hour GSE and Line insourcing trigger

Healthcare/ Benefits

- Medical, Dental & Vision benefits provided through TEAMCARE - as proposed by IBT Negotiating Committee
- 80/20 Cost Share; same medical cost share as all major United domestic groups except sUA flight attendants who are in joint negotiations.
- 30-days after ratification the union will advise the company of the hourly amount to be contributed to a Health Reimbursement Account (HRA) or Retiree Health Account (RHA) in a VEBA Trust. To fund this company contribution all hourly, basic rates (covered by this collective agreement) will be decreased by this hourly amount. HRA/RHA to be used to pay health insurance premiums or reimburse qualified medical expenses
- Retiree Bridge Medical using 11 hours per month of sick bank – provided through TEAMCARE (sunsets for employees who retire more than 10 years after effective date of agreement)
- First 6 months of TEAMCARE while on EIS is free; followed by 12 months at active rate
- sCMI: Medical, Dental & Visions benefits provided by Company – 80/20 Cost Share and participate in HRA/RHA VEBA

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Retirement/Pension

- Former sCO – status quo CARP and 401(k) match plus 1% employer DC contribution if more than 30 years of CARP service
- sCMI – status quo pension and 401(k) match
- Former sUA – Participate in a one-time vote (6 months after ratification) to join CARP on 1/1/2017. If the majority of eligible voters vote no, all sUA technicians stay with status quo 401(k) contribution (5% aggregate) and interim “turbo” DC described below. Interim period from date of ratification to 1/1/2017:
 - Status quo, current 401(k) contribution (5% aggregate) plus interim company “turbo” DC contribution based upon years of service: 0-14 YOS - \$100 per month; 15-24 YOS - \$200 per month; 25+ YOS - \$300 per month.

New Hire Provisions

- Appendix A - 8.5 year Wage Progression with same Top Out rate
- Holidays - 2 Floating Holidays for those hired after date of ratification
- Vacation - Reduced accrual schedule for those hired on/after date of ratification
- Sick Leave - Employees hired on/after date of ratification will accrue 48 sick hours per year
- Retirement - 1% 401(k) match per year of service up to 6%, matched at 100%
- All employees hired on/after the date of ratification will have the newly established wage scales, holidays, vacation, and sick leave. However, 8.5 years after ratification the Company will eliminate the provisions related to holidays, vacation, sick leave, and retirement. After that date, any affected employees (including future new hires) will be eligible for the same retirement benefits as sUA Technicians vote to receive

Profit Sharing

- Profit sharing – share in pool funded with 5% of pre-tax profit up to a pre-tax margin of 6.9% plus 10% of pre-tax profit in excess of a pre-tax margin of 6.9%, same plan as Dispatchers, Agents and other UA groups.

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Classifications

- Expansion of GSE/FAC Utility job descriptions
- Recognition of MPA Craft unique to the SF Maintenance Base
- Inclusion of Flight Sim Tech and Related classifications
- Commitment to maintain RAMS team to max of 15 techs in current location only

Seniority

- Addition of Juniority Lists and Vacation Seniority Lists
- Max recall rights of 10 years
- Standardized adjustments of seniority for leaves/furloughs min 90-day accrual

Vacancies

- “Point Shakedown” / “Trickle Bid” process added for premium positions
- Single 21 day posting for all vacancies with tiered bid award process
- 60-day qualifying period
- Harmonized to sCO voluntary reduction in classification

RIF and Recall

- Furlough by “Furlough Recall Date”
- Updated geographic “Point” locations

Hours of Service

- Possibility for Fixed and Rotating Days Off Patterns
- Clarified Late Lunch/Missed Lunch Language (Late = OT / Missed = Leave Early with straight-time pay)
- Duty Limits – Cannot work more than 20 hours in any 24 hour period, or 36 hours in any 48 hour period
- Vacation taken on Day Trade Off change and prohibition of solicitation/brokerage trades

Holidays

- 4 Floating Holidays for current employees
- Station closure for holiday; meet and confer commitment 30 days in advance to discuss staffing issues

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Vacation

- Vacation Schedule for existing employees:

Length of Company Service	Vacation Accrual	
	Days	Hours
1 year	10	80
4 years	15	120
9 years	20	160
16 years	25	200
24 years	30	240
29 years	35	280

- Vacation Bid Weeks in relation to rotating day offs will be discussed with local union after each shift bid to discuss impact

Leaves of Absence

- EIS – Max 5year duration with Max 18mos medical coverage
- Emergency Leave – Max. 80 hrs. of Company-paid time off for Critical Illness and/or Death of an eligible family member, but now may be broken into more than 2 occasions with leadership approval.
- Employees on FML must use paid time such as vacation, deferred holidays and sick

Sick Leave

- Sick Bank Caps: 1600 hrs for Non-Occupational and 700 hrs for Occupational/OJI (grandfathering of current Occ/OJI hrs for sUA if balance exceeds new maximums)
- sUA Sick leave paid at 100% from first day of illness/injury
- Harmonize Limited Duty Requirements and effects on benefits/privileges (i.e. eligibility for o/t)

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Field Trips

- Definition of Planned (more than 4 hrs notice prior to departure) and Unplanned (less than 4 hrs notice prior to departure) field trips
- Exemption for GSE, Facilities and FST employees whose normal job requires travel
- Combine sUA and sCO F/T lists within 30 days of ratification
- Field trip exemption for travel between - IAH line, base and Vickery; ORD and OPC; SFO base and line; DEN and DENTK
- Global Emergency Maintenance (GEM) requirements

Training

- Temporary training assignment definition of 3 days (4 days for GSE & FAC)
- Posting of training opportunities more than 3 days for bid (more than 4 days for GSE & FAC)
- Designated Station Trainer (DST) Language and Lead premium to work as a DST

Safety and Health

- Alcohol and Drug Testing Exhibit consistent with corporate policy
- Technical Operations Safety Action Program (TSAP)

Overtime

- Qualifications for non-destructive testing or boroscope blade-blending for overtime callout incorporated from sCO LOA #7 with ability to meet and confer with union on other specific qualifications needed for O/T Callout
- Ability to call 4 early/late overtime provided it is not to cover "known outages"
- Language added on overtime pay for an employee on rotating days off

Union Security and Representation

- 80,000 hour bank of Company paid time allotted for all Union business (including time for Stewards to attend training, investigations and present grievances, Union Safety, Union Peer Assistance). Bank excludes Individual assigned by the Union as their TSAP Representative.

Grievance Procedure

- Harmonized Grievance Procedure and System Board Process

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General & Miscellaneous

- \$50.00 deductible for lost tools claims
- \$10/month laundry allowance
- \$100/year tool allowance
- Addition of cold weather stations for uniform purposes and harmonized uniform list

Transportation & Apprentice Mechanics Articles

- Articles incorporated from sUA CBA
- Apprentice Mechanics - Providing formal recognition of the Apprentice Mechanic program
- Transportation – Provides “Me Too” on pass travel improvements and travel for Union business

Duration

- 6 1/2 years