



## Frequently Asked Questions (FAQs) - Vol. 4, December 23, 2015 Closeout Proposal – IBT Technicians & Related

These FAQs address some of the questions being asked by IBT Technicians and Related co-workers. We know there are many more questions out there, and we encourage you to ask your leaders or send your questions to [IBTnegotiationsFAQ@united.com](mailto:IBTnegotiationsFAQ@united.com). We'll publish additional FAQs to update you on these additional questions and answers.

**Q1:** For sCO employees wishing to retire, are we able to retire with bridge medical if we have 20 years of service on our date of retirement? Or, is it only good if you have 20 years at time contract is signed?

**A1:** Eligibility requirements for sCO Retiree Bridge Medical are ten (10) years of Company service at the time of retirement and you must be between the ages of 60 and 65. There is no tie to the date of signing.

**Q2:** If I take the early out package with over 25 years of service do I still get the flying benefits?

**A2:** You are eligible for retiree pass travel as long as you meet the following eligibility criteria upon your Early Out exit date:

- 45-50 years of age and 20 years of active service
- 51 years of age and 18 years of active service
- 52 years of age and 16 years of active service
- 53 years of age and 14 years of active service
- 54 years of age and 12 years of active service
- 55 years of age and 10 years of active service

**Q3:** I read that HMO IL would still be a viable health insurance option and would like to maintain coverage with them if possible. Can you give us some idea of what the monthly cost for this will be?

**A3:** HMO IL will be offered by TeamCare for IBT-represented employees. The monthly cost of HMO IL coverage will be exactly the same as the TeamCare PPO plan offering.

**Q4:** Where can we go to find specific details about our out of pocket expenses related to TeamCare?

**A4:** Here is the path to follow: [myteamcare.org/united](http://myteamcare.org/united) > View Plan Comparison

You will find a table that compares some of the plan design features of the TeamCare PPO and HMO plans.

### TeamCare Resources:

[myteamcare.org/united](http://myteamcare.org/united)

TeamCare Hotline 1-800-832-6227 8a-6p Central

**Q5:** What is the difference between basic and base rate?

**A5:** The term “Basic” rate of pay refers to an IBT employee’s pay rate listed on the wage scale in Appendix A. The term “Base” pay refers to an IBT employee’s payroll rate of pay (also known as the “all-in” rate) which includes the basic wage scale hourly rate of pay plus license pay, line pay and longevity pay.

**Q6:** What does 100 percent sick pay mean?

**A6:** The current sUA CBA provides 75% sick pay for the first 7 days. With this proposal sick pay will be paid at 100% from day 1.

**Q7:** If I take the Early Out, will my \$100,000 payout be used to calculate my CARP amount?

**A7:** No. Early Out payments are not eligible earnings for purposes of CARP.

**Q8:** Why do we have different seniorities (e.g.: Company Seniority, Bid Seniority, and Pay Seniority)?

**A8:** Each seniority date represents something different as specified below:

The Company Seniority Date represents an employee’s start date with the Company. It is used for activities such as vacation bidding and vacation accrual.

The Craft (Bid) Date represents when an employee enters a Craft and is used for activities such as shift bidding and system bidding.

The Pay Seniority Date represents where an employee falls on the wage scale. Employees receive a new Pay Seniority Date when they change Crafts.

The Longevity Seniority Date represents when an employee enters the IBT Agreement and is used to determine longevity pay. As long as the employee remains in an IBT represented position, this date will not change.

The Furlough Recall Date is a version of the Company Seniority Date, less adjustments for time spent in promoted status beyond six months or certain leaves of absence. This date is used for furlough and recall purposed only.

Please note that all of these dates may be adjusted per provisions of the CBA or Company Policy.

**Q9:** Will we still be eligible for Wellness Credits if we go to TeamCare?

**A9:** The TeamCare contributions assume an 80% Company subsidy for medical, dental and vision coverage. Wellness credits will not be offered.