



Labor Relations Update



Labor Relations Update for UA Passenger Service, Fleet Service, Stores and Res Employees

Issue No. 7 – February 11, 2014

IAM Special Benefits Enrollment Open Now

Eligible IAM-represented employees from select work groups (fleet service, passenger service, contact center, storekeeper and subsidiary-United load planner employees) will have the opportunity to participate in a special benefits enrollment period through Feb. 21. Certain eligible IAM retirees also will have the opportunity to enroll. All elections made during the special enrollment period will be effective April 1 through December 31, 2014.

For information about the new options, a February enrollment publication of the Benefit - It's Your Life magazine will be mailed to homes, posted on eERISA and available online at Employee Services > Benefits > [2014 Annual Enrollment Magazines](#). Co-workers also may explore tools and wellness resources available through Aetna at www.unitedbenefits.ual.com.

Benefit fairs will be available at select locations during the special enrollment period. You may [click here](#) for the fair schedule. If you have questions, please contact the United Airlines Benefits Center at 1-800-651-1007.

Pay Rates

We continue to work on implementing updated pay rates for IAM-represented employees who are covered by the new joint collective bargaining agreement for passenger service, fleet service, stores and reservations. We have implemented the new rates of pay. We have also updated each employee profile with the correct information, including any changes that took place between November 1, 2013 and the present. Components of the retro/look back will include base rates, work rules and holiday pay on Thanksgiving and Christmas 2013, and New Year's Day 2014. The IT and Payroll departments are currently working to determine the timelines for all the different aspects of these pay changes, and when each retro payment will be issued.

Seniority List Integration

The IAM has posted the final combined seniority lists on the IAM's website (www.contract.iam141.org). Now that the lists have been established, we are currently working in cooperation with the IAM to program the seniority integration logic into our employee database. This will allow us to generate real-time, up-to-the-minute lists whenever needed.

Transition Resolution Boards

United and the IAM are establishing the Transition Resolution Boards as required in Letter of Agreement #1 of the new contracts. These Boards will be comprised of two Management members and two Union members. Their purpose will be to resolve issues that come up where there is disagreement over the appropriate manner in which to implement provisions

of the agreements. This mechanism should allow for issues and disagreements to be resolved in a much more cooperative fashion than the grievance procedure might provide for.

Recently Implemented Items

Family Sick Leave

Employees may use up to three days of accrued sick leave for absences required by the injury or illness of a spouse or dependent minor child. No more than a total of three days may be used per rolling year.

Trades within the Integrated Groups

Employees within the integrated classifications from the former subsidiaries are now permitted to trade with one another in accordance with the new trade policy. Stations are working to establish the processes to allow for this until the computer system programming is available.

Personal Emergency Leave (PEL)

An employee may be authorized up to four days off with pay if an employee's immediate family member becomes critically ill, or in the event of a death in the immediate family of the employee, their spouse or Company-recognized domestic partner. Employee may take up to two instances of PEL for each family member over the course of his/her employment with the Company.

Vacation Vacancies

Subject to local Management discretion, divisions or locations can adopt practices to award and backfill vacated vacation weeks throughout the course of the year through a proxy bid on file process.