



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

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Seniority List Integration

The IAM has posted the initial combined seniority lists for review on the IAM's website (www.contract.iam141.org). The report of findings and recommendations by neutral arbitrator Joshua Javits is also available on the website. Now that the protest period is over, United and the IAM are cooperating with Mr. Javits to provide him with the information he needs to respond to each protest. The final integrated seniority lists are scheduled to be published on or about January 15, 2014.

United Club/Global Services Selection Process

Representatives from the IAM and United have finalized the selection process for the United Club and Global Services. The committee has finalized the objective selection criteria, the interview process, performance expectations, and the parameters around which some employees who have previously worked in these locations will be considered "pre-qualified" or "grandfathered." We are currently implementing the selection process.

PCE Station Split/Ops Coordinator Classification Declaration

We have completed the process of conducting the shift bid for former sUA PCE employees to select their ATW or BTW classification. The former sCO Ops Coordinators have also made their classification declarations. Former sUA PCE employees may continue to work in a cross-utilized capacity until the first combined shift bid of 2014 and all classification selections have been recorded for inclusion in the new integrated seniority list. The IAM and United are currently meeting to finalize the processes for employees to be able to fully exercise all options to return to ATW positions with their stations.

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 successfully completed the process of testing and verifying the updates, as we know paycheck accuracy is critically important. Implementing the new pay rates correctly is a very complex, multi-step process that involves updating base pay, pay elements and reworked step elements, as well as ensuring that our technology systems can process the new information reliably and seamlessly. We loaded the new pay rates into the HR systems on January 11, 2014, along with several other key pay rules. Now that the rates are entered, the payroll programs will be able to automatically calculate the majority of the retro pay due to each employee and include that in the same pay check that includes the new rates. Any additional retroactive pay that has to be calculated manually will be in a subsequent check.