

2012-13 Benefits subcommittee Push the “newly created” Teamsters Adjustable Pension Plan APP for ALL sub UAL and Sub CAL Technicians

The Union benefits subcommittee ultimately recommended that the Union negotiating committee resist any effort to include the United mechanics and related employees into the CARP and instead push for the establishment of the above-described defined benefit Adjustable Pension Plan on behalf of all of the mechanics and related employees except the Air Micronesia mechanics and related employees.

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2013 - November Union Demands all new hires and Sub UAL mechanics be forced into Teamsters controlled Adjustable Pension Plan (APP)

By early November, 2013, both sides locked hard into their demands. The parties' major disagreements related primarily to medical benefits and wages more so than pension benefits. At that time, the Union demanded that the mechanic and related employees working under the United collective bargaining agreement and all newly hired mechanics and related employees working under that contract become participants in the APP,

Teamsters demand Sub CAL mechanics terminate CARP and transfer into Teamsters “new” Adjustable Pension Plan (APP) in 2015

while then then-existing Continental mechanics and related employees would remain in the CARP until 2015, at which time they too would become participants in the APP.⁴

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2015 - Teamster negotiators push for ALL United Technicians to transfer into smaller Teamster controlled Multi-Employer Pension Plan

The Union's counsel explained this situation to the bargaining committee and suggested that the committee consider participating in the CARP...

...the Union bargaining committee remained determined not to have the mechanics and related employees participate in the CARP. In response, and in order to find a viable defined benefit pension option for the mechanics and related employees, the Union then worked with another, much smaller, labor organization that maintained a multiemployer pension plan to enable new United to participate in it for the benefit of the mechanics and related employees. The Union presented that option to new United in or around the middle of 2015. In so doing, it explained that the already-existing multiemployer pension had sufficient pooled assets to defray much of the additional contribution costs that new United would have incurred if it contributed to a wholly new plan like the APP.

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