

Statements from Ed Gleason and Teamsters grievance denial letter

First Company acknowledgement of Pension Disparity both groups should be in CARP

First Offer December 9, 2010

The bargaining parties from United and the Union met in Chicago on December 9, 2010 and discussed retirement solutions. Both sides acknowledged that an eventual amalgamation of the United and Continental mechanics and related employees bargaining units required a single retirement benefit program for the combined bargaining unit. The management representatives expressed their belief that the only way to provide retirement security for the combined group of mechanics and related employees would be to include the United mechanics and related employees in the CARP.

Second Offer 2011

United therefore countered the Union's target benefit plan proposal by limiting its annual contribution cost to the amount that it would have to pay into the CARP if the mechanics and related employees were included in that plan.

Third Offer 2015

Not long afterwards, in October, 2015, new United presented the Union bargaining committee with a close-out proposal that the bargaining committee determined was a "last, best and final proposal" that required membership consideration and approval through a ratification vote. Along with many other items, new United's close out proposal contained a retirement proposal. Specifically, it provided that:

sUA-technicians participate in a one-time vote (6 months after ratification) to join CARP on 1/112017. If majority of eligible voters vote no, all sUA technicians stay with interim "turbo" DC described below.

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