



**AIR LINE TECHNICIANS**  
ASSOCIATION

# Poor Teamsters representation 20 Year Attendance Policy

**IBT REP Bob Fisher lied to UAL Technicians on March 1<sup>st</sup> 2017 when he said;**

*As most of you know, the Company is instituting a new attendance policy .....To be clear, this is a United Airlines policy and was not agreed to in any fashion by the IBT.*

**2016-22 Teamsters UAL/CAL Amalgamated CBA Article 15 Compensation. [Attendance Policy 2016.](#)**

**Repeated cases of tardiness may result in disciplinary action under the attendance policy.**

## **History of the “Attendance Policy” and the Teamsters**

The Attendance Policy referred to by the Teamsters Bob Fisher and written into our new contract has a long history with the Teamsters at Continental Airlines. This attendance policy has been in use for the past 20 years at Continental.

**1997 Continental TOPs Employment Policy - The Technicians [Attendance Policy 1997](#) is in Appendix C.**

The Teamsters were the union and [The language has remained mostly unchanged for 15 years.](#)

United Airlines has already begun the process of removing points from UAL Technicians using the new policy. Prior to this contract United Airlines Technicians could not be disciplined for the legitimate use of [Sick Time Article 11 G](#). Sick time was a benefit negotiated and written in the UAL Mechanics contract. **Why did the Teamsters surrender this contract language in the first place?** *This language had an arbitration history, that protected our Sick time benefits.*

**2002-2008 CAL CBA the [Attendance Policy 2002](#) Article 15 Compensation, the exact same language as today.**

**Repeated cases of tardiness may result in disciplinary action under the attendance policy.**

**2009-2012 CAL CBA the [Attendance Policy 2009](#) Article 15 Compensation, the exact same language as today.**

**Repeated cases of tardiness may result in disciplinary action under the attendance policy.**

**Continental has enforced this language as written for the last 15 years and the Teamsters say; “file a grievance we will fight for you”.** Did the Teamsters fight for the CAL Techs who lost their jobs over this policy in the last 20 years? **Ask your IBT reps to provide the arbitration history on the, [Tech Ops Attendance Policy](#).**

**The Teamsters are clearly dishonest with the UAL membership about their history with the Attendance Policy.**

Here is the United Airlines Question and Answer on the policy [Q and A on Policy](#).

**We deserve better representation at United. The Teamsters are the most corrupt and decertified union in America.**

They have repeatedly betrayed the United and Continental Technicians. They have a long track record of failure at United Airlines and Continental Airlines in negotiations, arbitrations, and representation.

**Why would you waste your dues money on a union that has repeatedly lied to you concerning their failed pensions, fighting outsourcing, and protecting your job?** Now more than ever our Technicians need Professional Representation and a union we control. **Sign an ALTA Card Today. Visit our website at [www.altaunited.com](http://www.altaunited.com)**

The United ALTA Organizing Committees  
IAH ORD SFO DEN EWR IAD LAX

**Building a Professional Craft Union for Technicians**