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[2005 Letter 05-03M](#) Following the Plan Termination Date, the Company shall not maintain or establish any single-employer defined benefit plan for any UAL or Company employee group unless AMFA-represented employees are provided the option of electing to receive a comparable defined benefit plan.

This is the basis for the grievances filed against the company (and the union).

The LOA is clear *“the Company SHALL NOT maintain or establish any plan”* unless ***the UAL Technicians, were first offered the plan.*** We never were. ***United and the Teamsters were required to provide the same or comparable benefits (October 2010) to all sub UAL Technicians covering those lost 6 years.***

They never did, saving United Airlines millions in vested pension benefits withheld from thousands of sub UAL Technicians. The Teamsters wasted 6 years of our CARP benefit accrual because they did not follow the United Airlines CBA and [LOA 05-3M](#). This LOA gave sub UAL technicians the right to join CARP in 2010.

The Teamsters Ed Gleason provides false information concerning the health of CARP and made other excuses **why the Teamsters never enforced the contract in 2010 to provide our UAL Techs CARP Benefits.**

1. Ed Gleason states actuaries claim CARP was a “ticking time bomb” this is false CARP at this point after the merger and record profits was secure. [\(CAL Techs LOA 26-1\)](#). [\(Link to UAL 2011 10K Report\)](#)
2. The Teamsters attorney also said they need to harmonize the plans by eliminating the 401k and CARP and placing all UAL Technicians into APP [\(2013 Negotiating Committee Statement on Pension\)](#)

The union’s goals as stated by their own attorney were to control the Medical and Pension Benefits of the United and Continental Technicians **even if it meant providing lower Teamcare Medical Benefits and pension benefits with the IBT Adjustable Pension Plan or another smaller multi-employer replacement plan.**

The Teamsters agenda was always to control your Pension and Healthcare, they couldn’t care less about UAL LOA 05-3M. Enforcing the LOA would mean delaying their goal to control your 401k money. **This grievance was filed to protect sub UAL Technicians rights to a Defined Pension Benefit.**

ALTA supporters are prepared to take this case forward and fight for the benefits we all were denied over the last six years. Sign an ALTA card and stand with us.