



AIR LINE TECHNICIANS
ASSOCIATION

Change your Future with Professional Union Representation sign an ALTA card

CRISIS SITUATION REQUIRES NEW DIRECTION

WARN letters are being issued this week. Some may be content with keeping the status quo until the current crisis plays out. Others may feel now is not the right time for fear of leaving something they are familiar or comfortable with. **What will be the consequences of fear and lack of action by our United Technicians? You see it today with the Teamsters lack of representation in our current downsizing Crisis.**

United Airlines filed Chapter 11 bankruptcy in December 2002. For decades the Technicians & Related were represented by the International Association of Machinist and Aero Space Workers (IAM). The position of the IAM was to maintain the status quo and offered little representation in fear of abrogation of the contract. **A union contract is the most vulnerable during bankruptcy proceedings.**

With the lack of IAM leadership and fear to enforce our contract, they allowed the company to layoff our mechanics in violation of LOA 74-1M, using an obscure LOU from 1982, which restricted the mechanics bumping rights. **Their unwillingness to protect our seniority rights harmed thousands of UAL mechanics.**

UNITED TECHNICIANS KNEW A CHANGE WAS NEEDED

In 2003, aircraft mechanics at [United Airlines voted in AMFA by a substantial margin](#). This election made AMFA the largest union representing aircraft technicians. Remember, the technicians at United held a representational election and voted in a new union while United was in bankruptcy.

PROTECTING THE CONTRACT LANGUAGE - By removing the IAM, we held open negotiations for all United technicians. Even in bankruptcy we protected our [Premium Free Medical Benefits](#) which were zero cost to the membership our [Retiree Medical Benefits](#) as well as our [Life Time Seniority Rights that Accrued Pay progression](#) and up to [7 Week Vacation benefits even on Furlough](#). We kept our [5 year pay progression](#) and our [Higher starting Pay \(66%\)](#) and [Skill Premium \\$1.36](#). We negotiated [15% Profit Sharing](#) and [Success Sharing Checks](#) and [LOA 05-03M for enhanced Pension Benefits](#) when UAL lost \$23 Billion dollars.

PROTECTING JOBS United technicians turned down the first bankruptcy T/A in 2005 and negotiated the paid [Annual Audit of Maintenance Outsourcing](#). We secured work protections for [Line](#), [GQ](#), [PV](#) and Base Technicians, including [3 lines of C checks on 777 757 and A320 aircraft at the SFO MOC](#).

We enhanced Job protections in our contract even under Bankruptcy in open negotiations.
ALL UAL Technicians came back from furlough with MORE Seniority, TOP PAY, and up to 7 WEEKS Vacation.

COMPARE that to the Teamsters concessions and secret negotiations during \$18 billion in record profits. The Teamsters negotiators gave up all these benefits during record Company Profits in secret negotiations, as they gave endless concessions to control your Pension and Healthcare.

You can Change your future and your Profession with one Signature. Sign an ALTA Card today.

Building a Professional Craft Union for Technicians

In the 2005 Bankruptcy United Lost \$23 Billion dollars, but AMFA Protected the membership and the important contract language below.

- ✓ [Lifetime Recall Rights with Pay and Vacation Accrual while on Furlough](#)
- ✓ [UAL Free Medical Benefits](#)
- ✓ [UAL Retiree Medical Benefits](#)
- ✓ [Profit Sharing 15%](#)
- ✓ [Success Sharing](#)
- ✓ [5 Year Pay Progression](#)
- ✓ [Higher Starting Rate 66% of Base](#)
- ✓ [Skill Premium \\$1.36 \(5%\)](#)
- ✓ [20% Outsourcing Limit Annual Audit](#)
- ✓ [3 Lines of C Check 777 757 A320 Protected in SFOOV \(360\) Jobs](#)
- ✓ [Station Protections for Line Techs, GQ PV Techs and Jetshop and Backshop Techs](#)

United Made \$18 Billion Record Profits from 2010-18 and the Teamsters Negotiators gave 10 Times more concessions than AMFA did in Bankruptcy

Lifetime Recall Rights,	Seniority concession by IBT UAL Negotiators 2016
UAL Free Medical Benefits	Eliminated by IBT UAL Negotiators 2016
UAL Retiree Medical Benefits	Surrendered by Teamsters Negotiators 2016
Profit Sharing 15%	Reduced to 5% by Teamsters Negotiators 2016
Five Year Pay Progression	Extended to 8.5 Years by IBT Negotiators 2016
Higher Starting Rate 66% of Base	Base Rate 51% of Base (-15%) -\$6.00 hr
Skill Premium \$1.36 (5%)	Eliminated by Teamsters Negotiators 2008
SFOOV 3 Lines of C Check 777 757 A320	Over 360 Jobs in SFOOV Eliminated by IBT

The Concessions agreed to by the IBT UAL Negotiators at 2 am in the morning destroyed one of the best contracts in the Airline Industry.

How many Technician careers at United Airlines will be ended because of IBT Seniority Loss?

How many Technicians and their families were harmed by these Teamsters concessions?