

# Teamsters ask for old sub-UAL Seniority Rights back?! Pay Accrual on Furlough - IBT Negotiators gave it away in 2016

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

202.624.6800  
www.teamster.org

August 7th, 2020

Zachery Jones  
Vice President Labor Relations  
United Airlines

Dear Zachery,

In keeping with the discussions that were held regarding pay for junior mechanics at the SFO Maintenance Base in the recent past, I have a solution that will help the company as well as those mechanics in the future. In fact, the solution I'm about to present would help the whole system on a go forward basis. Given that the industry was facing a technician shortage, and that the dynamics of the shortage have only changed in the very near term, I believe whatever we can do to help these junior technicians in the future will put the company at a competitive advantage when the industry returns to normal. Even when the industry returns to its former level the idea that many students will choose aviation maintenance as a skill is highly unlikely for the foreseeable future. In combination with that issue, the much older population that will be retiring over the course of the next five to ten years only exacerbates the problem. That premise makes the return of our younger technicians after furlough even more crucial.

The idea I have is to follow the old sub UA agreements and allow these technicians to continue through the pay progression while on furlough. I would be amenable to making this agreement as a one off due to the effects of the pandemic. Keeping these technicians in a pay progression pause will cause many of them to seek other fields. As you know this skill set is in high demand regardless of the current state of the economy.

I would be willing to discuss this proposal at your convenience.

With kind regards,

A handwritten signature in blue ink that reads "Vinny Graziano".

Vinny Graziano  
Airline Division Representative  
International Brotherhood of Teamsters

cc Thomas Reardon  
cc Tom Doxey  
cc David Bourne

