



**AIR LINE TECHNICIANS**  
ASSOCIATION

## **Teamsters pull 246 Vacancies from RIF and Furlough additional 246 UAL Techs**

**The latest actions by the IBT have added another 246 technicians to the furlough list.**

On September 9, 2020 Bob Clever President of Local 19 [filed a grievance](#) claiming that Vacancies cannot be filled during a RIF, as United Airlines has done for the last 50 years. **Vacancies have always been part of the furlough process at United to prevent technicians from being furloughed.**

On September 28, 2020 IBT Airline Division Rep Vinny Graziano signed a [Letter of Agreement](#) with United removing 246 vacancies from the August 2020 RIF. **After that LOA was signed by the Teamsters an additional 246 United Technicians were furloughed.**

**Now the 246 Vacancies that were pulled out of the RIF Process by the Union and the Company will be filled sometime in the future while 246 more of our fellow technicians are sent to the street. If the Vacancies are frozen, how long will it be before they are unfrozen? How many more families' lives will be disrupted by because the Teamsters union action of removing these vacancies.**

**The Teamsters actions at the Local level and at the National Level have caused 246 more furloughs and more relocations, across the system all in the middle of an ongoing RIF process. Not to mention it saves the Company hundreds of thousands in forced relocation moving expenses.**

### **UNITED AND TEAMSTERS DENY OUR RIGHTS TO GRIEVANCE PROCEDURES**

**The Teamsters Airline Division then signed a Letter of Agreement to deny our grievance rights.**

- **“The IBT will withdraw ALL grievances related to the matter of system vacancies included in the RIF calculations, and will not bring forward on behalf of employees or the Union, any future grievances claiming a contractual obligation that such vacancies should be included in the RIF process.”**
- **“United will recalculate RIF awards upon removal of overstaff vacancies created by the company that were over and above July 17, 2020 staffing levels”.**

**Denial to the Grievance process is a violation of your Rights under the Railway Labor Act.**

**Were the IBT's actions arbitrary and the reason for furloughing more Technicians to the street?**

**Contract Language should never be compromised. [File a Grievance, it is Your Right under the RLA.](#)**

**Now more than ever we need Professional Union Representation that will protect our Seniority Rights and Grievance Procedure, not sign them away in a Letter of Agreement.**

**Sign your ALTA card today for a Craft Union. Remember cards are good for 1 Year so if it has been awhile since you signed, fill out a new card. Visit our website [www.ALTAUnited.com](http://www.ALTAUnited.com)**

# Letter of Agreement signed by the Teamsters Airline Division sent 246 more United Technicians to the street.

## RE: RIF Vacancies

Mr. Graziano,

This letter will confirm our understanding and agreement regarding United Airlines' recalculation of reduction in force (RIF) options for IBT-represented employees impacted by the October 1, 2020 RIF.

1. United will recalculate RIF awards upon removal of overstaff vacancies created by the Company that were over and above July 17, 2020 staffing levels.
2. The new awards (attachment A) will be communicated to employees as soon as administratively possible and will be effective at least 14 days after employee notification.
3. As a result of this action by the Company, the Union will allow the Company to retain employees in seniority order by Bid Area Qualification at select locations as necessary to maintain required staffing for up to 90 days in order to effectuate this LOA, fill system vacancies through the system bid process, and accomplish necessary recalls if any.
4. The IBT will withdraw all grievances related to the matter of system vacancies included in the RIF calculations, and will not bring forward on behalf of employees or the Union, any future grievances claiming a contractual obligation that such vacancies should be included in the current RIF.
5. This Agreement is not an admission by the Company of any wrongdoing or violation of the CBA, and it will never be cited by the Union in any grievance or proceeding not involving the proper execution of the terms of this agreement.
6. The IBT has requested expedited arbitration for grievance #2020-19-IAH-UA-67 Robert Clever et al (The FRD Grievance), and for grievance #2020-19-IAH-UA-44 Gary Miller et al (the Audit Trail Grievance).
  - a. Although not required under the CBA, the Company agrees to expedited arbitration on these matters with an initial hearing conducted not later than November 30, 2020. This agreement is on a non-precedential, no-cite basis.
  - b. The IBT agrees that these matters are minor disputes under the meaning of RLA, and the IBT will not take any legal action seeking to enjoin the Company on this or any other matter related to the October 2020 reduction in force.

Please indicate your agreement by signing one copy of this letter in the space indicated below and returning it.

Sincerely,

Agreed, this 28<sup>th</sup> day of September 2020:

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Vinny Graziano

cc: David Bourne  
Zachery Jones  
Tom Doxey

**VOTE OUT THE TEAMSTERS SIGN AN ALTA CARD TODAY**