

# United Mechanic Skill Pay 1991 -1994

**Wage Rules  
Severance Pay**

**Article XXII  
Article XXIII**

**Severance Pay**

- 2.** Notwithstanding the provisions of subparagraph 1b above, Line R&E Mechanics and Lead Line R&E Mechanics at line stations who hold an Airframe or Powerplant license in addition to an FCC General Radio Telephone Operator's license shall be eligible for pay for two licenses, provided they meet the other requirements of paragraph O.
- 3.** Current employees holding a license(s) on March 23, 1982 who are excluded from pay for a license(s) under Paragraph 1b. above, shall receive credit for such license(s) held provided they meet the other qualifications of Paragraph 1. above, but shall not receive pay for any additional unrequired license(s) obtained.
- 4.** Notwithstanding the above, effective December 15, 1991, employees who work in the Machinist, Plating, Metal Spray or Welding skill, and who do not receive license pay under other provisions of Paragraph O will receive pay for one license as provided in Subparagraph O-1 above regardless of whether or not they possess a license.
- 5.** Effective December 15, 1991, employees who work in the Mechanic or related premium classifications, the Computer Terminal Technician or Lead Computer Terminal Technician, or in the Metrologist classification will receive the following high skill premium:

<b>Effective 12/15/91</b>	<b>\$ .50 per hour</b>
<b>Effective 2/1/93</b>	<b>\$1.00 per hour</b>

- P.** Employees in the Computer Terminal Technician, Lead Computer Terminal Technician, Ground Communications Technician and Lead Ground Communications Technician classifications shall receive a special work differential of ten (10) cents per hour in addition to their Schedule A wage rate.

## **ARTICLE XXIII SEVERANCE PAY**

- A. 1.** An employee covered by this Agreement who has completed one (1) year of compensated service with the Company, laid off through no fault or action of his own, shall receive severance pay as provided in Paragraph B of this Article, subject to the limitations and conditions set forth herein, but he shall receive no severance pay if any one or more of the following conditions exist:

- a.** He exercises his seniority in order to remain in the employ of the Company.
- b.** He accepts any other employment with the Company or refuses to accept a job in his own comparable work classification under this Agreement at his location.
- c.** He fails to exercise his seniority in any classification which would enable him to remain in the employ of the Company, except that refusal to exercise his seniority at another location shall not prevent him from receiving severance pay.
- d.** The layoff is caused by an Act of God, a war emergency, revocation of the Company's operating certificate or certificates, or grounding of a substantial number of Company aircraft.
- e.** The layoff is caused by a strike or picketing of the Company's premises or any work stoppage or other action which would interrupt or interfere with any operations of the Company.
- f.** He is dismissed for cause, resigns, or retires.
- g.** There is a temporary cessation of work because of circumstances beyond the Company's control.
- 2.** An employee unable to retain employment as a result of a merger shall be entitled to severance pay as provided in this Article less any severance, dismissal, or other allowances for loss of employment to which he may be entitled under applicable labor protective conditions.
- B.** The amount of severance pay due under this Article shall be based on the length of total actual straight time compensated service with the Company under this or any other UAL-IAMAW Agreement since the employee's last date of hire with the Company (Company seniority date), and shall be computed on the basis of the employee's regular straight time basic hourly rate at time of layoff as follows: