



AIR LINE TECHNICIANS
ASSOCIATION

RIF Recall Letter of Agreement - The Contract and How It Works

Article 1, Section A, Paragraph 1 - the very first sentence of our contract - states:

"The purpose of this Agreement is, in the mutual interest of the Company and of the employees, to provide for the operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment under conditions of reasonable hours, proper compensation, and reasonable working condition."

Do you see the word Teamsters in that sentence? What about the word union? No, you do not. The contract is and always has been a contract between employees and the Company. The Teamsters are just our representative because we are busy doing the work of the Company. The contract is not between United and the Teamsters. The contract is between the employees and United Airlines.

Article 21, Section K of the contract states:

"It is understood and agreed that all formal agreements, amendments, deletions, and additions to the Agreement must be approved by the Director of the Airline Division - International Brotherhood of Teamsters and the senior corporate officer in the Human Resources Department of the Company."

Is Vinny Graziano the Director of the Airline Division? No. So, how is this legitimate?

We should also question whether Thomas Reardon is "the senior corporate officer in the Human Resources Department of the Company" and a good guess would be he is not. How can this be valid then?

And what about the other Letter of Agreement Vinny Graziano entered into with Reardon regarding the RIF process that we did not vote on. How is that LOA denying our rights to grieve the RIF process legitimate?

We need to demand answers to all these questions and those answers need to be provided before we even consider voting on the newest Graziano unauthorized Letter of Agreement.

STAY INFORMED!

The United ALTA Organizing Committees
IAH *SFO * LAX * MCO * DEN* ORD * EWR * IAD
Visit our website - www.ALTAUnited.com

Building a Professional Craft Union for Technicians