

Make Sure You Vote By March 25, 2025

Do not let them force the Company Proposal on United Airlines Technicians.

Non-Disclosure Agreement (NDA)?

Why did the Appointed UAL IBT Negotiators sign an NDA?

Good News for United Technicians

Several recent Court Decisions for United Airlines aircraft technicians fighting Teamsters union corruption at United Airlines.

Make Sure You Vote - Teamsters Appointed United Airlines Negotiators bring back a company proposal dumping the CARP pension, existing Healthcare and Outsourcing our remaining work.

The Teamsters negotiators who brought back this Company proposal are wasting our time and our dues money.

The 10,000 United Technicians contribute over \$1 million dollars a month to the IBT union coffers, and we get unprofessional negotiators and secret negotiations that benefit the union and lead to more concessions at United Airlines.

Everyone must ALL VOTE NO BEFORE MARCH 25, 2025, to prevent the company/union from pushing through another bad contract, like they did at UPS in 2018.

In 2018 a majority of UPS members voted NO on the UPS Company Proposal, but the Teamsters Union leadership forced the contract on over 243,000 UPS union members. **READ BELOW – This is what happens when you do not vote, they force it on you.**

Updated: Teamster Brass Overrule Member 'No' Vote at UPS

October 18, 2018



Concessions in the deals have sparked widespread anger. This week's bombshell came when Teamsters Package Division Director Denis Taylor threatened to impose the contract even if members vote it down. Photo: UPS Teamsters United

Read it here - [October 18, 2018 - Teamster Brass Overrule Member 'No' Vote at UPS](#) Do not let them do the same thing at United Airlines.

Teamsters UAL Negotiators' Non-Disclosure Agreement (NDA)

Secret Negotiations at United Airlines lead to more concessions and Teamsters control of our CARP Pensions and Healthcare.

Here are the Appointed IBT United Airlines Negotiators again pushing Teamcare and the Teamsters pension in negotiations.

The union didn't hire a former United Airlines Executive this time to outsource more of our work to South America.

This round of concessions will be led by the appointed IBT Airline Division coordinator Clacy Griswold to give more Aircraft Maintenance concessions to United Airlines.

Clacy Griswold led the last two rounds of concessions at United Airlines in 2011 and 2016 outsourcing three lines of C-Checks and all of our Widebody Aircraft maintenance to China, lowering starting base pay rates to 51% and extending the pay progression 5 years to 8 years.

Clacy Griswold agreed to eliminate our 15% profit sharing for the ongoing industry reset fraud that has kept United Airlines technicians at the bottom of the industry for the last 9 years.

These 2024-2025 IBT UAL Negotiating Committee Members voted to sign an (NDA) Non-Disclosure Agreement to keep you in the dark.

Clacy Griswold - IBT Airline Division

Joe Prisco – SFO

Ryan Pachasa – LAX

Mitch Hunt – DEN

Scott Stoddard - LAX

Mike Pecararo - ORD

Dave Mahood – EWR

Fred Wood – SFO

Sebastian Tyc – EWR

Ron Forziati – BOS

Martin Acosta - MCO

Jimmy Sligar – IAH

Jasmine Johnson - SEA

Patrick Gelato – IAH

Gus Pappas - TPA

Dexter Thomas - IAH

Spencer Powell - PHX

To all United Technicians do these company concessions sound familiar?

Teamsters' negotiators at United have pushed through concessions after concessions at United Airlines over the last decade, through the use of false threats and false promises at United Airlines.

The same appointed union negotiators, and the same proposals keep coming up for the Teamsters takeover our pension and healthcare plans. Union proposals that no one asked for.

Today the United Teamster's negotiating committee claim they voted to sign a Non-Disclosure Agreement (NDA) so they cannot tell you what the union proposal actually contains.

Why did the union negotiators sign an NDA for their own union proposal?

The negotiators claim Teamsters International advised them to sign a non-disclosure agreement. The appointed UAL IBT negotiators' jobs depend on their ability to follow instructions.

Question #1 – Who at the IBT International advised the UAL IBT Negotiators to sign an NDA?

Who were the Teamsters International union officers or lawyers that told them to sign an NDA to keep information from the membership of United Airlines?

We would like the names of these Teamsters union officials.

We pay them millions of dollars in dues, and we are kept in the dark and uninformed about our own union's proposal. The Negotiating committee voted among themselves and agreed to sign an NDA.

Question #2 – How did the UAL IBT Negotiators vote?

Who voted yes for the NDA and who voted no?

We pay their salaries, they work for us, and we have the right to know.

We want the names each IBT UAL negotiator and how they voted.

Question #3 – Why did they agree to conceal the union proposal from the membership?

A non-disclosure agreement for the union proposal?

Why keep it from the United Aircraft Technician Membership? The people who pay your salaries. It does not make sense.

The union proposal must be pretty bad if they do not want us to see it.

It most likely contains many of the same elements of the company proposal.

The 2025 Company Proposal the Union agreed to bring back contains changes and concessions that were previously pushed and supported by UAL IBT negotiators.

The “company” proposal includes a previous Teamsters Pension proposal the union tried to negotiate during the 2016 negotiations.

“Swap CARP pension for a cash balance plan” Will the Teamsters control the cash balance plan???

Similar union concessions were in both 2011 and 2016 Teamsters endorsed contract proposals at United Airlines.

- Second tier Aircraft Technicians – with lower pay and benefits
- Mandatory Teamcare union medical – controlled and run by the Central States Pension
- Higher Medical Premiums and lower Profit Sharing for technicians
- Teamsters controlled “Pension plan” – built by their advisors at Cheiron and then pushed on all Continental and United techs.

In 2016 Four Teamsters Local Presidents personally attacked the IAH negotiators and threatened all United Technicians to accept their proposed concessions or else we would be waiting a long time for a contract. [Read about here.](#)

The IBT Presidents of the larger Locals 986 LAX SFO 856 EWR 210 and MCO 769 threatened the United technicians at Local 19 IAH who spoke out against the Teamsters T/A full of concessions.

It does not matter if you are 10,000 United technicians or 243,000 UPS union workers, the Teamsters leadership will always try to push concessions on you even if you Vote NO.

MORE OUTSOURCING OF AIRCRAFT MAINTENANCE?

Outsourcing of our work overseas? No reason to blame the company in 2025.

The UAL Teamsters appointed negotiators agreed to outsource ALL of our aircraft maintenance overseas years ago. In 2016 these same United Teamsters Negotiators endorsed a Tentative Agreement to outsource ALL widebody aircraft overseas to China.



[Here is a video showing all the contractual concessions and outsourcing agreed to by IBT UAL negotiators.](#)

In 2022 these same negotiators led by a former United Airlines Vice President Joe Ferrera agreed to remove the United technicians CBA restrictions on overseas outsourcing of Narrow Body aircraft maintenance covering seven hundred aircraft.

The Former United Executive who led the outsourcing negotiations was appointed as the new IBT Airline Director in February of 2022 by IBT International President Sean Obrien.

The outsourcing restrictions covering those seven hundred United narrowbody aircraft are now gone, and so is the former United Airlines Vice President Joe Ferrera.

Thanks again IBT negotiators, for giving away thousands of more American Aviation jobs.

2022 IBT UAL Negotiation Committee Members

Joe Ferrera – IBT AD Director Vinnie Graziano – IBT AD coordinator

Mitch Hunt – DEN

Paul Becerra – MCO

Dave Mahood – EWR

Mike Pecararo – ORD J

Blake Silverstein – IAD

Joseph Prisco – SFO

Dexter Thomas – IAH

John Laurin – SFO

Scott Stoddart – LAX

In June of 2023, just 4 months after contract ratification, United aircraft we previously maintained were parked in front of the newly painted United Airlines maintenance hangar in Brazil. [Read about the IBT outsourcing here.](#)

United Airlines inaugurated its new maintenance hangar at Galeão June 9th, 2023

by [Gabriel Benevides](#)



Photo: Jean Paul Prates via Twitter

A [United Airlines](#) started operating its newest maintenance hangar at Galeão Airport (GIG) yesterday (8), a place that once housed Varig Engenharia e MANUTENANCE (VEM) and TAP ME.

Nice Picture of our aircraft in front of a new United hangar in Brazil.

The average salary of an aircraft technician in Rio de Janeiro is \$10,221.00.

Thanks again, to the IBT appointed UAL negotiators and United VP Joe. It is almost like the Teamsters union was paid to hire a former United Airlines VP to outsource our work. The Teamsters appointed negotiators outsourced all Widebody aircraft in 2016 and all Narrowbody aircraft in 2022.

The Teamster's union has outsourced thousands of United Airlines aviation maintenance American jobs overseas since its takeover in 2008.

Now for some Good news thanks to United Airlines technicians who were brave enough to stand up to the corrupt Teamsters union thugs and the lying union officers at United Airlines.

Who could forget the IBT UAL negotiators “Teamsters Industry Reset” invented by Dan Akins that kept our wages at the bottom of the industry for the last 9 years.

A few good technicians filed grievances and then ended up in federal court. We have some good news about the IBT Industry reset 2022 case.

We also have good news about your statutory grievance rights under the Railway Labor Act, thanks to our former AMFA Attorney Lee Seham.

In 2025 AMFA is still helping United Airlines technicians.

We also have good news concerning the Teamsters Sick-time lawsuit at United Airlines as well. This case has been ongoing since 2021.

United Airlines technicians are winning in Federal Court

Teamsters United Airlines Negotiators and the IBT Airline Division are being exposed in federal court for their Honest Services Fraud and RLA Statutory Rights Violations.

Court Case #1 – The 2022 Industry Reset Wage Calculation

On March 13, 2025, the 9th District Court Ordered the Company and Teamsters Union to schedule a System Board of Adjustment hearing for the 2022 Industry Reset wage grievance. Here is the [*Court Order Mullins v IBT/UAL Case 3:23-cv-03939-EMC*](#)

The Railway Labor Act (RLA) System Board of Adjustment (SBA) procedures allow RLA employees to be represented by the legal representatives of their choice during the SBA hearing.

This includes any other representatives you deem necessary to present your case. This applies to all United technicians, if your job is on the line, hire the best you can.

This is your right under the RLA.

RLA employees have outlined specific guaranteed RLA rights and Fifth Amendment rights during the SBA grievance process. The Teamsters at United Airlines have denied these rights for years with their pro-company union representation at United Airlines.

Thanks to these men and their attorneys, we can now enforce these RLA rights at United Airlines without company and union collusion to deny our grievance rights.

This important SBA Hearing will expose the decade long pattern of Teamsters Honest Services Fraud and labor union racketeering at United Airlines.

The Teamsters union negotiators from 2016 to 2022 will have to answer questions during the hearing about the fraudulent statements they made to the United technicians about the Industry Reset during the 2016 contract ratification.

The fraudulent concealment of our wage calculation for nearly a decade cost United Technicians hundreds of millions in lost wages.

It is time to hold the Teamsters United negotiators accountable for their Honest Services Fraud at United Airlines.

We have union documents and recordings of United Airlines Teamsters union negotiators and their officers making false statements and threats to United technicians to push concessions at United Airlines.

The 2025 Industry Reset is due in December. It is time to hold them accountable.

Vote No on the company/union proposal. Do not accept Teamsters' concessions at United Airlines.

Court Case #2 – AMFA Attorney Lee Seham Court Order Affirms Individual RLA Rights

More Victories Against the Corrupt Teamsters Airline Division in Alaska

In the 9th Circuit District Court AMFA Attorney Lee Seham (our former attorney for United Technicians) just won a court order on January 14, 2025, against Teamsters Local 769 and the Teamsters Airline Division.

The 9th Circuit Court ORDER reinforced the Supreme Court decision in *Elgin v Burely* stating that airline employees have statutory right to proceed to the System Board of Arbitration (SBA) with the Legal Counsel and other representatives of their choice to settle their grievances without union interference.

Mr. Seham won a court order in *Woods v Teamsters* against the Teamsters Local 769. In this case the Teamsters union and the company claimed they alone control the grievance process, and that Mr. Woods had no right to access the System Board of Adjustment (SBA) without the union's consent and approval. They were wrong.

Here is the Court Order. [Wood v Teamsters Intl. Case No. 3:24-cv-00053-SLG](#)

Another instance of the Teamsters 'company union' colluding with the employer against another union member.

Here is the original complaint filed by AMFA Legal Counsel Lee Seham fighting for RLA airline employee statutory grievance rights. [Woods v Teamsters/ NCA Doc. 1 3:24-cv-00053-SLG](#).

United Airlines technicians have the right to have their grievances heard and the union cannot stop them from exercising their RLA statutory rights.

The Teamsters "company union" at United Airlines has been denying United technicians their statutory grievance rights from day one of their poor representation at United Airlines.

Now it is time to turn the tables on the dishonest Teamsters representatives and negotiators to hold them accountable along with other corrupt Teamsters officials at United Airlines.

Court Case #3 – California Sick Leave Rights and Kincare

Teamsters United Airlines Sick Leave Policy – California State Courts

The Teamsters Attendance Policy and LOA – IBT UAL negotiators agreed to allow the discipline and termination of United technicians who use their accrued sick leave.

Did you know it is illegal to discipline an employee for the legitimate use of their accrued sick time?

It is reckless and dangerous to threaten a person with discipline forcing them to come to work sick in the aviation industry.

United Airlines Teamsters' Sick Leave Policy is being fought in California. This is another case of interest for ALL United Airlines Technicians.

Too many United Technicians have been threatened, disciplined, and terminated for using their accrued sick time legitimately. For over a decade hundreds of United Airlines technicians have been punished or terminated for using their accrued sick leave in violation of state laws.

Prior to Teamsters representation United Technicians were protected for the legitimate use of sick leave based on a previously won arbitration at United Airlines.

The Teamsters negotiators removed that contract language and agreed to the company's illegal sick leave policy. This sick leave policy was agreed to by the Teamsters Airline Division officers and the Teamsters United Airlines negotiating committee in 2016.

The goal of this case is to protect our state and federal rights to use sick time without threat or discipline.

This case is now going through the discovery process.

It is time to hold the union and company responsible for their reckless and unsafe sick leave policy.

The Company must think they will lose this case, so they added state law exemption language to their contract proposal. What a joke.

Maybe that is why the Teamsters negotiators brought back the company proposal to “sign a waiver to be exempt from state laws in California, Colorado, New Jersey, Illinois, New York and other states.”

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There are more details to come out in this case.

It is time to stand up and fight the corrupt Teamsters union at United Airlines and the dishonest appointed Teamsters union negotiators.

Vote No and Send the Company Union a message.

2025 IS GOING TO BE A GOOD YEAR

We have a Court Order and another Reset in December.

UAL PAY AND PROFIT SHARING = \$74.41

AMR PAY AND PROFIT SHARING = \$73.45

DELTA PAY AND PROFIT SHARING = \$78.46

DELTA/AMERICAN AVERAGE = \$75.95 + 2% (\$1.52) = \$77.47

2025 estimated Industry Reset = \$77.47

VOTING ENDS March 23, 2025, at 1pm Eastern Standard Time

GET YOUR VOTE IN NOW!!!