



**AIR LINE TECHNICIANS**  
ASSOCIATION

## **Professional Representation When it matters - Furloughs**

**Airline Travel drops – Airlines reduce schedule, who is looking out for you.**

Having a Professional Union that we control is important to all United technicians, especially during a time of uncertainty like we face today. Communications with the membership and being proactive is also important.

Take for example COVID19 and how it may impact our Jr Technicians at United Airlines.

***How will they be affected? Do they have a union that will represent them?***

**In 2004 United Technicians faced furloughs during the second round of Bankruptcy.**

In a little under 3 months **UAL Technicians Negotiated and Voted on an LOA** that would provide the following benefits to those who would take a voluntary furlough and preserve the jobs of more Junior UAL Technicians. **This is what a professional union does.**

**Voluntary Furlough [LOA 04-02](#) provided our Technicians the following;**

1. Seniority accrual for Pay and Company Service continues furlough.
2. Severance Pay and Vacation Pay.
3. Unemployment benefits – unchallenged by the company.
4. Medical and Dental Benefits – Per the contract for furlough.
5. Flight Benefits – Per the contract for furlough.
6. Employees remain on furlough until they request to return based on Seniority.

**This is what a professional union that you control can do to help our Technicians.**

**With millions of dollars of dues money under our control we decide our future.**

**We are currently signing and re-signing ALTA election authorization cards in IAH and SFO.**

If you signed an ALTA card before and it has been more than 1 year you need to fill out another card. Cards are only valid for 1 year. **Sign a card for Better representation.**

Please take the time to sign or re-sign your card, for professional representation in a Union that you control. A Union like the Pilots have with ALPA. **ALTA a Technicians Union.**

**For more information Visit our website at [www.ALTAUnited.com](http://www.ALTAUnited.com)**

November 18, 2004

Mr. Jim Seitz  
Airline Contract Administration Coordinator  
AMFA Local 9  
1250 Bayhill Dr. Suite 201  
San Bruno, Ca. 94066

Letter 04-02

Dear Jim,

Due to the ongoing turmoil in the Airline Industry, United finds itself in a most difficult situation. We have been forced to reduce our schedule and therefore our workforce.

AMFA has requested that the Company agree to a Voluntary Furlough program to mitigate the number of employees involuntarily reduced in this process. Therefore, we have agreed to make the following program available.

1. Voluntary Furlough will be offered at all locations where involuntary furlough will occur. To be eligible, an employee must be in the same classification with ability to perform the work and with seniority sufficient to avoid involuntary furlough.
2. Seniority and ability to perform the necessary work shall govern the award of voluntary slots. Once offered, voluntary furlough may not be declined.
3. Seniority will continue to accrue for the duration of the furlough.
4. Employees on voluntary furlough shall remain on furlough until such time as they notify the company and the union in writing that they wish to be placed on the active recall list or until the recall list has been exhausted. They will then be eligible to be recalled in order of seniority and ability to perform the work.
5. Employees who volunteer will be eligible for the weeks of severance pay of the individual he displaced. The volunteer employee shall be paid according to current CBA provisions, including vacation.
6. Employees who elect voluntary furlough shall be eligible for the same company medical and dental benefits for the same duration as employees who are involuntarily furloughed.
7. Travel benefits will continue for 90 days after furlough in the same manner as employees who were involuntarily furloughed.

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8. While an employee who is on furlough status is not permitted to retire from that status, he will, upon reaching retirement age be permitted to commence receiving any vested pension benefits.
9. An employee who accepts voluntary furlough and subsequently files for unemployment compensation shall not have such claim protested by the company.
10. This voluntary furlough program is being made available based on the current unique circumstances and as such will not be cited in any other matter.
11. Either party, upon thirty (30) days written notice to the other may cancel this letter.

Sincerely,

Alan R. Koehler \_\_\_\_\_

Director, Labor Relations

Agreed this \_\_\_\_\_ day of \_\_\_\_\_

Jim Seitz \_\_\_\_\_

AMFA UAL  
Airline Contract Administration Coordinator

Louie Key \_\_\_\_\_

AMFA Region I Director



## **Aircraft Mechanics Fraternal Association**

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# Referendum Results

## AMFA–United Airlines Letters of Agreement (LOA)

The votes for the referendum of the AMFA–United Maintenance Safety Awareness Program (MSAP) Letter of Agreement and the Voluntary Furlough Letter of Agreement were tallied on December 14, 2004. The vote and tally were conducted by TrueBallot Inc. by use of the TeleVote® and WebVote® systems. The results are as follows:

### Results

Total Eligible Voters	6544
Total Votes Cast	2361
MSAP–Accept	2021 (85.60%)
MSAP–Reject	340 (14.40%)
Voluntary Furlough–Accept	1996 (84.54%)
Voluntary Furlough–Reject	364 (15.42%)

*Steve Lanier*

Steve Lanier  
National Secretary

December 14, 2004