



## Contract Comparisons Teamsters Negotiators Surrendered UAL Union language for poor IBT Language

The Best of Both Contracts was another Teamsters Broken Promise.

Contract	UAL AMFA 2008		CAL IBT 2010		UAL IBT 2011		JCBA
CBA ARTICLE	<b>Bold Blue is Better than CAL IBT CBA</b>		<b>Bold Yellow is Better than UAL</b>				
PAY PROGRESSION	<b>5 YEARS</b>		7 YEARS		7 YEARS		8.5 YEARS
START PAY % OF TOP BASE PAY	<b>66% OF TOP BASE RATE</b>		54 % OF TOP BASE RATE		54 % OF TOP BASE RATE		51 % OF TOP BASE RATE
PROFIT SHARING	<b>15%</b>		0%		<b>15%</b>		5%
SKILL PAY	<b>\$1.36</b>		0		0		0
PAY SENIORITY	<b>ACCRUES ON FURLOUGH</b>		STOPS AT FURLOUGH		<b>ACCRUES ON FURLOUGH</b>		STOPS AT FURLOUGH
COMPANY SENIORITY	<b>ACCRUES ON FURLOUGH</b>		STOPS AT FURLOUGH		<b>ACCRUES ON FURLOUGH</b>		STOPS AT FURLOUGH
RECALL RIGHTS	<b>LIFE TIME RECALL RIGHTS</b>		5 YEARS		<b>LIFE TIME RECALL RIGHTS</b>		6 YEARS
CLASS/CRAFT	<b>ACCRUES ON FURLOUGH</b>		5 YEARS		<b>ACCRUES ON FURLOUGH</b>		6 YEARS
FURLOUGH PROTECTION	<b>OCT 30 1989 85% of UAL Technicians</b>				NO LAYOFF CBA DOS		NO LAYOFF CBA DOS
RETIREMENT	5% 401K DC		<b>CARP</b>		5% 401K DC		CARP

CBA ARTICLE	UAL AMFA 2008		CAL IBT 2010		UAL IBT 2011		JCBA
VACATION	<b>7 WEEKS VACATION</b>		5 WEEKS VACATION		<b>7 WEEKS VACATION</b>		7 WEEKS
HOLIDAYS	8		10		10		10
C Check Lines	<b>A320-757-777</b>		737		0		0
OUTSOURCING	<b>20% LIMIT</b>		UNLIMITED		<b>20% LIMIT</b>		UNLIMITED
OVERSEAS OSV	<b>777 &amp; 747 ONLY</b>		UNLIMITED		<b>777 &amp; 747 ONLY</b>		UNLIMITED
RETIREE MEDICAL	<b>LIFE TIME STARTING AT 55</b>		5 YEARS BRIDGE 60 TO 65		<b>LIFE TIME STARTING AT 55</b>		\$1.20 VEBA
MEDICAL	<b>FREE HMO OR 20/80 with 9% Cap</b>		20/80 with 20% Annual Cap		<b>FREE HMO OR 20/80 9% Cap</b>		20/80 9.5%
SICKTIME ACCRUAL	12 DAYS PER YEAR		12 DAYS PER YEAR		12 DAYS PER YEAR		12 DAYS PER YEAR
SICKTIME	<b>Art 14 CANNOT BE DISCIPLINED</b>		DISCIPLINED BY IBT ATTENDANCE POLICY		<b>Art 14 CANNOT BE DISCIPLINED</b>		DISCIPLINED BY IBT ATTENDANCE POLICY
SICKTIME PAY	75%		100%		100%		100%
LEAD RATIO	<b>MINMIUM 4 TO 1 MAXIMUM 14 TO 1</b>		UNLIMITED		UNLIMITED		UNLIMITED
GRIEVANCE PROCEDURE	<b>4 STEP STENOGRAPHER</b>		3 STEP		3 STEP		3 STEP

*Teamsters have diminished the wages, benefits and scope of our Technicians. Record concessions during record profits.*