



Teamsters ask Company for sub-UAL Seniority Rights they gave away in 2016

AIR LINE TECHNICIANS
ASSOCIATION

The Teamsters negotiated the surrender of sub-UAL Mechanics Seniority rights in their 2016 Joint CBA. (*the worst of both contracts*) Now they want them back?

IBT Seniority Article 4 (B) after 90 days on furlough your Seniority for pay will be adjusted. Another concession along with the outsourcing of our Work and the elimination of Scope like C checks and Outsourcing limitations.

On August 7, 2020 before the RIF selection process the Teamsters Airline Division negotiator from Newark Vinnie Graziano sent a [letter to United](#) asking the Company to use the old sub-UAL Seniority Rights during this furlough process.

Vinnie's letter is another example and an admission of failure by the Teamsters union to protect your seniority rights and his letter to the company shows IBT negotiators made another big mistake.

During this furlough over 1000 United Technicians will lose Seniority Rights they were contractually entitled to before Teamsters representation.

Our contract language should not rely on whether United will use or exploit weak and ineffectual Teamsters contract language against us.

Our contract should protect our work, jobs, seniority, pensions and pay.

The IBT negotiated the loss of our C check work at SFO, and protections which will result in the loss of over **1000 mechanics in SFO**, and hundreds more across the system. **Our work is gone. The Teamsters have been negligent in contract negotiations and enforcement.**

United is taking full advantage of weak IBT contract language and poor union representation. Our futures should not rely on company benevolence but on strong contract language and competent union representation.

Bobby Fisher another IBT appointed Intl Rep promised never to give away United Lifetime recall rights, You can watch it here...another IBT campaign lie.

Download and Sign an ALTA card today for professional Union representation. You can download an Election authorization card by clicking this [link](#), just mail it in.

It is time to put the Teamsters and their Appointed reps out of their jobs at United for their poor representation and elimination of our United Technicians Seniority Rights.

ALTAUnited.com Professional Union Representation built by United Technicians.

THE TIME FOR CHANGE IS NOW. SIGN AN ALTA CARD TODAY

Building a Professional Craft Union for Technicians

Teamsters ask for old sub-UAL Seniority Rights back?! Pay Accrual on Furlough - IBT Negotiators gave it away in 2016

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August 7th, 2020

Zachery Jones
Vice President Labor Relations
United Airlines

Dear Zachery,

In keeping with the discussions that were held regarding pay for junior mechanics at the SFO Maintenance Base in the recent past, I have a solution that will help the company as well as those mechanics in the future. In fact, the solution I'm about to present would help the whole system on a go forward basis. Given that the industry was facing a technician shortage, and that the dynamics of the shortage have only changed in the very near term, I believe whatever we can do to help these junior technicians in the future will put the company at a competitive advantage when the industry returns to normal. Even when the industry returns to its former level the idea that many students will choose aviation maintenance as a skill is highly unlikely for the foreseeable future. In combination with that issue, the much older population that will be retiring over the course of the next five to ten years only exacerbates the problem. That premise makes the return of our younger technicians after furlough even more crucial.

The idea I have is to follow the old sub UA agreements and allow these technicians to continue through the pay progression while on furlough. I would be amenable to making this agreement as a one off due to the effects of the pandemic. Keeping these technicians in a pay progression pause will cause many of them to seek other fields. As you know this skill set is in high demand regardless of the current state of the economy.

I would be willing to discuss this proposal at your convenience.

With kind regards,

A handwritten signature in blue ink that reads "Vinny Graziano".

Vinny Graziano
Airline Division Representative
International Brotherhood of Teamsters

cc Thomas Reardon
cc Tom Doxey
cc David Bourne

