



Contract Comparison

IAM Contract | UNITED

NEGOTIATED WITH A BANKRUPT COMPANY

Teamsters Contract | CONTINENTAL

NEGOTIATED WITH +\$9.1 BILLION CASH

Scope

"The Company will not eliminate the classification of Ramp Serviceman at any station listed by name in Paragraph C. All Ramp Serviceman work currently performed at these stations shall be performed by Ramp Servicemen represented by the IAM and shall not be contracted out."

Paragraph C. "The stations where Ramp Serviceman who are covered by this agreement will be located: Baltimore, Washington, D.C., Detroit, Milwaukee, Boston, **Newark**, Philadelphia, Buffalo, John F. Kennedy International Airport, LaGuardia, Pittsburgh, **Cleveland**, Dulles, Chicago, Omaha, Denver, Los Angeles, Honolulu, Atlanta, Salt Lake City, Minneapolis, San Diego, Sacramento, San Francisco, Portland, Seattle, Tampa, Fort Lauderdale and Orlando."

NONE

Job Protection

Contracting out work; Work going outside the company; Transferring of work;
Work going to other employees inside the company

All work performed by the Company involving the work of all classes and grades of Ramp Servicemen, Storekeepers, and Vehicle Drivers as described in the work classifications in Article IV of this Agreement, is recognized as coming within the jurisdiction of the International Association of Machinists and is covered by this Agreement.

Article 1 para. D. The Company reserves the right to contract out work heretofore customarily contracted out **and to 'transfer' or 'contract out' other work** within the scope of this Agreement.

Furlough Process & No Furlough Clauses

By Company Seniority;

No Furlough Clause protection for January 26, 1994 and greater seniority

When the need arises, employees will be subject to reduction-in-force by location, job classification and status in reverse order of Craft Seniority.

A "Cinderella" **no-furlough clause expires midnight, December 31, 2011**

Recall From Furlough

"Employees maintain recall rights as provided in subparagraphs J.2., J.3. and J.4. of this Article to the job classification, work status, point and/or location from which they were laid off until recall is offered and is either accepted or declined.

Lifetime Recall Rights"

"Employees may remain on inactive furlough status for the lesser of **six (6) years or the employee's length of service.**

After that time they are terminated."



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Vacations

LENGTH OF VACATION ACCRUAL

| COMPANY SERVICE | Weeks | Hours |
|-----------------|-------|-------|
| 0-1 Years | 1 | 40 |
| 1+ Year | 2 | 80 |
| 9+ Years | 3 | 120 |
| 16+ Years | 4 | 160 |
| 24+ Years | 5 | 200 |
| 29+ Years | 6 | 240 |

Completed Years of Service Vacation Weeks/Hours

| | |
|------------------|-----------------------|
| Less than 1 year | Up to 1 week/40 hours |
| 1 to 4 years | 1 week/40 hours |
| 5 to 9 years | 2 weeks/80 hours |
| 10 to 16 years | 3 weeks/120 hours |
| 17 to 24 years | 4 weeks/160 hours |
| 25 or more years | 5 weeks/200 hours |

2010 Base Wage

Currently working under 2009 base wage rate of \$20.82.

\$ 21.22

Still in negotiations for 2010 wage rate.

Asking for full retro pay and restoration of previous sacrifices, including the return of 2005 base wage of \$25.06.

Overtime Scheduling & Rate Priority

"Base station overtime opportunities (including overtime at alternate airports within the same metropolitan area) shall be distributed as equally as possible among those available qualified employees who are shown on an overtime list as having accrued the least number of overtime hours."

Overtime Double Time Rates

"Overtime rate of double time shall be paid for all hours in excess of the first eight (8) hours worked on one of the two (2) regularly scheduled days off each work week for all time worked on the second regularly scheduled day off in a work week if the first regularly scheduled day off has been worked and for all time worked in excess of twelve (12) hours in any twenty-four (24) hour period except when an employee, after bidding, voluntarily changes shifts. "

"Planned overtime will be awarded in Craft Seniority order to qualified employees within the classification who sign up for overtime and are available to work the overtime, **beginning with those employees who can work the entire overtime assignment at straight-time (1X) rate.**"

No Double Time



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Overtime Bypass

"An employee who is bypassed in violation of these overtime distribution procedures shall be paid and charged at the applicable rate for the overtime hours missed."

An employee erroneously bypassed for overtime will be given the option to work the same number of hours at the same rate he originally would have received had they not been bypassed for planned overtime, by mutual agreement and during productive hours within the same pay period to the extent possible.

HMO & Medical Contribution

HMO contribution = Free (in most states)

PPO Family Medical contribution = \$242

No Free HMO option (anywhere)

PPO Family Medical Contribution = \$375

Part Time

"The number of part-time Ramp Servicemen assigned to each Class of stations defined below will not exceed the percentage (rounded to the nearest whole number) of full-time Ramp Servicemen and Lead Ramp Servicemen in active service as follows:

| | |
|----------|------|
| Class A: | 30% |
| Class B: | 40%" |

Up to 100% Part-Time allowed

— everywhere

Shift Start-Time Limits

"The starting time for shifts at Line Service Stations shall be established in accordance with the needs of the service at each station, but in accordance with the provisions of Paragraphs A and B of this Article, provided that there shall not be more than seven (7) starting times within a twenty-four (24) hour period for any full time classification of employees for a work area at a Line Station. There shall not be more than five (5) starting times within a twenty-four (24) hour period for any part-time classification of employees for a work area at a Line Station, and there shall be at least one hour separation between any two part-time starting times, and there shall be no back to back scheduling."

No limit on shift start times for full or part-time

- Unlimited start times make it more difficult to have a full-time job
- In EWR, Continental ramp has fifty start times.



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Split Shifts

Two different start times on the same day that splits a shift in half

Not Allowed at UAL

Split shift schedules will be scheduled to have a minimum of 2 and a maximum of 4 hours between shifts. All scheduled split shifts will be completed within 12 hours

Lead Ratio & Lead Pay

Lead Ratio

"A Lead Ramp Serviceman's group ... in no case shall there be included within his group more than twelve employees.

Lead Pay

All those awarded a lead position will bypass wage progression scale and receive premium + top of scale pay, regardless of seniority"

Lead Ratio

None

Lead Pay

Lead's base pay is based on seniority and on wage progression scale

Work Sharing Program

Article XX, Para K.

"Supervisors and higher ranking officials of the Company shall not be permitted to perform work on any hourly-rated job covered by this Agreement except in emergencies or instructions or training of employees."

Article 1, Para. C.

Employees covered by this Agreement may be assigned to perform work of other crafts and/or classifications as directed by the Company and to work with other employees of the Company in coordination **and to share work as the needs of the service require.**

Management Protection

"Employees promoted to supervisory positions or to other positions (not covered by this or any other Agreement unless otherwise agreed upon) will retain and continue to accrue seniority in the classification from which promoted for a period of six (6) months following promotion, except that employees in such positions on November 1, 1969, shall retain and continue to accrue seniority for a period of six (6) months from that date. At the expiration of the six (6) months period, employees in promoted positions shall retain but shall no longer accrue seniority. "

Employees who are promoted on a permanent basis to any management or administrative position within the Fleet Service department below the Fleet Service Director level **will continue to retain and accrue seniority in the Fleet Service Employee craft.**