

## Improvements



Improved pay and security

In meetings with the company and NMB Senior Mediator Patricia Sims, the Negotiating Committee has been committed to the task of communicating the member's demands to the Company. Once again the Negotiating Committee was faced with a choice: Negotiate an interim agreement that guaranteed immediate improvements and merger protections, or wait until transition negotiations for the combined Flight Attendant membership to realize any improvements

The IAM's responsibility is to our membership during these unprecedented negotiations. This is a two step negotiations to a larger agreement for the combined membership. The new Tentative Agreement is just as valuable for our future, now as it was October 2010. The combined goal of the IAM and the membership is to win the representational election and preserve the flexibility, working conditions and the interests of the combined Continental/United membership.

# Contract Highlights

<b>Section 4 Base and Incentive Pay Rates</b>	<b>2.5% Retro to January 1, 2010  Additional 2.5% 9/1/2011</b>
Section 5 Scheduling	150% pay for short coverage days International early DH Out of base trip advertisement pick-up Mutual trip trade board Extended Airport Alert pay Reassignment pay covering all trips in domestic
<b>Section 7 Traveling Expenses</b>	<b>Domestic per diem restored to \$1.95</b>
Section 9 Sick	Cap raised from 83 to 93 hours per month
<b>Section 15 Uniforms</b>	<b>Restoration of Rollerboard as an option to the overcoat.</b>
Benefits	Profit Sharing payments for 2010 Profit Sharing for 2011 and 2012 401K Match restored on 9/1/12 Flight Attendants will continue in CARP unless it is frozen or terminated. If CARP freezes or is terminated the Flight Attendants are guaranteed to enter the IAM National Pension Plan.
<b>Section 20</b>	<b>Expedited arbitration provision under the System Board of Adjustment</b>
Section 27 Duration	Duration - the contract is amendable on 9/2/2012. The language provides for the early opening of negotiations and a defined mediation timeline.
<b>Letters of Agreement</b>	<b>Improvements to the Commuter Policy Reciprocal Cabin Seat Agreement No Furlough Clause Fence Language protecting planes and jobs</b>

## Base Pay Rates

Effective Date:	Current	1/1/2010 2.5% (Retro)	9/1/2011 2.5%
1st year	\$18.00	\$19.99	\$20.49
2nd year	\$20.00	\$23.35	\$23.93
3rd year	\$22.50	\$24.66	\$25.28
4th year	\$25.95	\$26.60	\$27.26
5th year	\$27.84	\$28.54	\$29.25
6th year	\$32.30	\$33.11	\$33.94
7th year	\$34.32	\$35.18	\$36.06
8th year	\$36.18	\$37.08	\$38.01
9th year	\$37.54	\$38.48	\$39.44
10th year	\$39.44	\$40.43	\$41.44
11th year	\$40.65	\$41.67	\$42.71
12th year	\$42.67	\$43.74	\$44.83
13th year	\$44.27	\$45.38	\$46.51
14th year	\$46.12	\$47.27	\$48.45
15th year	\$48.15	\$49.35	\$50.59
16th year	\$50.00	\$51.25	\$52.53

## Incentive Pay Rates

Effective Date:	Current	1/1/2010 2.5% (Retro)	9/1/2011 2.5%
1st year	\$23.00	\$24.99	\$25.49
2nd year	\$25.00	\$28.35	\$28.93
3rd year	\$27.50	\$29.66	\$30.28
4th year	\$30.95	\$31.60	\$32.26
5th year	\$32.84	\$33.54	\$34.25
6th year	\$37.30	\$38.11	\$38.94
7th year	\$39.32	\$40.18	\$41.06
8th year	\$41.18	\$42.08	\$43.01
9th year	\$42.54	\$43.48	\$44.44
10th year	\$44.44	\$45.43	\$46.44
11th year	\$45.65	\$46.67	\$47.71
12th year	\$47.67	\$48.74	\$49.83
13th year	\$49.27	\$50.38	\$51.51
14th year	\$51.12	\$52.27	\$53.45
15th year	\$53.15	\$54.35	\$55.59
16th year	\$55.00	\$56.25	\$57.53

*IAM Air Transport District 142*

400 N.E. 32nd Street  
Kansas City, MO 64116

Phone: 816-452-6646

## Why this contract?

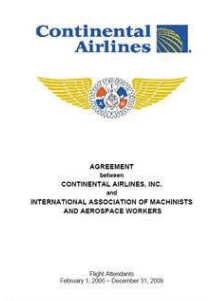
The agreement addresses merger-related issues, increases compensation, improves sick leave provisions, enhances job security provisions and adds 401(k) prior to the amendable date. We have negotiated immediate benefits for the membership and important protections that will safeguard Flight Attendants through the operational integration with United. This short term Interim TA preserves the opportunity to return to the bargaining table in approximately 14 months – or sooner if representational issues are resolved.



There are challenges ahead

## White Flag Pay - 150%

	<u>Date Of Signing</u>	<u>9/1/2011</u>
1st year	\$29.98	\$30.73
2nd year	\$35.02	\$35.90
3rd year	\$36.99	\$37.92
4th year	\$39.90	\$40.90
5th year	\$42.80	\$43.87
6th year	\$49.66	\$50.90
7th year	\$52.77	\$54.09
8th year	\$55.63	\$57.02
9th year	\$57.72	\$59.16
10th year	\$60.64	\$62.15
11th year	\$62.50	\$64.06
12th year	\$65.61	\$67.25
13th year	\$68.07	\$69.77
14th year	\$70.91	\$72.68
15th year	\$74.03	\$75.88
16th year	\$76.88	\$78.80



## IAM Air Transport District 142

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Phone: 816-452-6646  
Address Update go to:  
<http://www.iamdl142.org/fa/Address.htm>

CAL Contract 1/3/2011  
Short Term Interim Agreement

### Inside your mailbox you'll find:

*A Copy of the TA  
Explanation of the Changes  
A Highlight Sheet  
Voting Instructions  
A Ballot—Vote By Mail  
A Return Envelope*

### Inside here you'll find:

*Retroactive Pay  
Pay Increases  
Profit Sharing  
Job Security  
Benefits*



[www.go142.org](http://www.go142.org)