



Negotiations Update – November 11, 2011

The negotiating committee worked over the last two days to reach an agreement that addresses the primary concerns of the membership. Feedback from the survey helped to guide us during these last two sessions with the company and an agreement has been reached.

We are finalizing the documents for the secret ballot ratification process. We anticipate that the ballots will be mailed out in Late November or early December for a vote of the full membership to be completed before the end of the year.

The highlights of this new tentative agreement include:

- **Maintain current UA medical benefits**
- **Signing bonus of \$11,500**
- **Extend protection of incumbent Leads for the duration of the new agreement**
- **The Company commits to an Early Out Program with a max of \$75,000 per eligible person**
- **Improved language for RQ/FST/MPA**

Majority of the provisions in the initial tentative agreement were retained and will become effective if approved by the membership.

To reach these goals the following changes were made from the June tentative agreement which include:

Retain some current 2005-2009 CBA provisions such as Article 14 sick leave, number of paid holidays, and 401K contributions. Additionally the parties agreed to withdraw the \$100 tool allowance, withdraw the 2.5% medical plan wage increase offset set for 1/1/2013, and move the amendable date to 7/1/2013.

More details will be available in future updates. We appreciate the patience of all the members through this process.

In attendance for the Union were Local negotiators Larry Calhoun – NYC, Jay Koreny – IAD, Mike Pecoraro, Scott Baroni – ORD, Mitch Hunt, Scott Brown – DEN, Roger Apana – HNL, Dion Cornelious - LAX, John Laurin, Don Stevens, Mark DesAngles – SFO, Business Agents, Javier Lectora - 856, Rich Petrovsky, Dave Saucedo, Dave Elmore – 986, John Hennelly – 455, George Graham, Kevin Giegoldt – 781, for the Division Joseph Prisco SFO, Ken Meidinger DEN, Representatives - Clacy Griswold, Paul Alves, Bob Fisher, IBT Legal - Ed Gleason, and Labor Economist - Norman Weintraub.

In attendance for the Company were Doug McKeen, Joe Ferreira, Marcel Delhommeau, Jeff Wall, Anil Khorana, Juan Ruiz, Ray Ames, Anita Davis, Michael O'Dell, Mark Prpich, Kathy Cassley, Gary Kaplan, Kellee Allain