



Mechanics for Change

UAL Mechanics Class and Craft

APRIL 2010: Two Years of Broken Promises by the Teamsters and their appointed IBT union officials.

It has been two years now. The Teamster experiment at UAL has resulted in the worst representation we have seen on this property in 40 years, no representation on the floor, no voice in our union. The SFO mechanics are cut in half.

What other Union in America divides a Local membership and then calls it better representation? We have no Locals to provide a voice for the UAL Mechanics Class and Craft. Take a look at their broken promises over the past two years.

We have witnessed contractual failures made by the IBT and their appointed leadership. Chief Stewards and business agents are being encouraged by Union bosses to get along with the company, so the IBT can get your 401K pension contributions. Several Letters of Agreement have been signed without membership approval and changes were made that harm our members' contractual rights. What about the current negotiations? What other rights and benefits will we lose?

- **Broken promise: “Teamster Strength and job security”** Vendors are still working on our property and their numbers are growing. The “blended workforce” is still on the property in Los Angeles, Chicago, San Francisco and other stations. Vendors on the property and outsourcing have increased under the Teamsters. Almost 1000 mechanics have been furloughed since IBT takeover in 2008. There are no Teamsters knocking on your door now if you're on the street. The slogan of “Securing our Future” apparently refers to the IBT union bosses and appointed union reps or business agents.
- **Broken promise: “experience and resources”**-The IBT failed in the OSV 20% arbitration, the Teamsters union refused to invest any additional time, money or resources into our case. The Teamsters presented only two exhibits to the case and cancelled 6 OSV arbitration hearing dates. The IBT failed to defend our contract. The Teamsters; their inexperienced appointed reps and lawyers are absolutely responsible for the arbitration loss.
- **Broken promise: “enforcing the contract”** The IBT failed to conduct mandated OSV audits for 2007 and 2008. This language is mandated in our contract to protect the membership. During this time nearly 1000 mechanics were furloughed. The IBT failed to enforce the contract and allows the contractual violation to continue. Changes to the contract language are not voted on and Letters of Agreement have been signed that have diminished mechanic seniority and taken away union member rights in the grievance procedure.
- **Broken promise: “protecting the membership”** Arbitrations have gone from 24 scheduled a year to maybe 3 or 4 system wide, no one knows for sure. Stations have closed and the GQ and PV mechanics are under attack. IBT appointed Business Agents need to beg their Locals for dues money only to find out the Locals have no money for membership representation. IBT appointed reps are not on the property protecting the contract.
- **Broken Promise: “IBT Pension 93% funded”** The plan was 84% funded and sinking prior to the 2008 stock collapse. The Western Teamster Pension Plan has cut multiplier benefits by nearly 70% over the past 10 years. The IBT promised a pension at no cost to you! Now the IBT seeks to fast track the diversion of **your** current 401k company contribution into their pension fund. *They can't negotiate an IBT pension contribution from UAL, so they will take your 401k contribution.*

The IAMAW/AFL-CIO can provide more resources, negotiating experience and strength

The current IAM negotiations with UAL are months ahead of the current IBT negotiations at UAL. The IAM and other AFL-CIO unions on the property at UAL filed for mediation months ago to move their negotiations forward. This reveals the lack of Teamsters negotiating experience when dealing with UAL. **Sign your IAMAW authorization card today.**

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