



Discussions on Overhauling Grievance Procedure

July 24, 2009

Negotiations again centered squarely on the subject of revamping the Grievance Procedure (Article XVIII). One key facet of the negotiations held on July 23rd and 24th involved Business Agents and Chief Stewards from each city presenting data supporting the Union's Grievance Procedure proposal. The Agent's reports demonstrated that the current grievance procedure is broken and that the 2nd and 3rd step backlogs are a major contributing factor to the workforce's low morale.

Pension Update

One of the Union's top priorities is to secure defined benefit pension benefits and retirement security for the UAL mechanics and related craft and class. The Union's representatives have been advised that although the Pension Benefit Guarantee Corporation (PBGC) will not and cannot restore the UAL defined benefit plans that were terminated during the UAL bankruptcy, the PBGC will not oppose any effort to negotiate UAL into a defined benefit multi-employer pension plan.

Having secured this "green light," IBT Chief Negotiator Clacy Griswold and IBT counsel Ed Gleason met with representatives of the Western Conference of Teamsters Pension Trust to discuss the possibility of negotiating UAL into the Fund. The Fund's representatives confirmed the Fund's administrative procedures and benefit structure. The Fund's representatives advised that they would be available to attend "road shows" with the membership to discuss the Fund's structure in greater detail and to answer any questions. Union representatives have also met with the Union's actuaries who are providing expert assistance with respect to the Union's UAL pension project.

Union Pension Sub-Committee to Meet Next Week

Teamsters Airline Division Chief Negotiator Griswold has scheduled a meeting of the negotiating committee's Pension Sub-Committee next week when contract negotiations resume in Denver, Colorado.

Pension Sub-Committee: Clacy Griswold – *Union Chair*; Ed Gleason – *I.B.T. Legal*; Peter Finn – *Communications*, Kevin Giegoldt – *ORD*; Dion Cornelious – *LAX*; Larry Calhoun – *East Coast Line*; Jock Creach – *West Coast Line*; Bob Fisher – *IAD*; Rick Olson – *DEN*; Joe Schwirian – *SFO*

Upcoming Negotiations: July 29th and 30th in Denver, Colorado

In Attendance for the IBT: Clacy Griswold - Airline Div. Rep., Ed Gleason – I.B.T. Legal, Paul Alves – I.B.T. Airline Division Rep. **Negotiating Team:** Roger Apana, Rick Barnes, Larry Calhoun, Chris Cermak, Dion Cornelious, Bob Fisher, Kevin Giegoldt, Ramon Gonzalez, George R. Graham, Dominic Gulley, Ken Meidinger, David Saucedo, **Business Agents:** Dave Elmore, Matthew Fazakas, Peter Finn, Bob McAllister, Paul Molenberg, Rich Petrovsky, Paul Stripling, John Hennelly

In Attendance for the Company: Marcel Delhommeau, Anita Davis, Kellee Allain, Paul Darrow, Lilian Song, Gary Kaplan, Kathryn Cassley, Mark Prpich, Mark Papazian