TEAMSTERS AT UNITED AIRLINES TENTATIVE AGREEMENT

Frequently Asked Questions

Q: IS THIS REALLY AN INDUSTRY-LEADING AGREEMENT?

A: Yes. The all-in rate at American Airlines is currently $70.22 at the top of scale, and the all-in rate at Southwest Airlines will be $70.92 at the top of scale as of August. As of the date of signing (DOS), our all-in rate at the top of scale would be $71.42.

The Voluntary Employees' Beneficiary Association Plan (VEBA) is part of both our basic wage rates and our total compensation package. With VEBA included, the wage proposals in this agreement are industry-leading.

Q: WHY IS VEBA INCLUDED IN BASIC WAGE RATES NOW?

A: By including VEBA in basic wage rates, it removes the current 2080 annual hour cap, and increases the value of other benefits, such as overtime calculations, and the compensation used to calculate retirement contributions and scheduled wage increases. This new language is reflected in Article 16.

Q: WHAT OTHER AIRLINES DID WE COMPARE WAGES WITH?

A: During negotiations, we compare our wages to any other airline that the company refers to as a competitor. The language in our industry reset provision provides comparisons to American Airlines and Delta Air Lines. Our top competitors are listed as American and Delta.

Q: WHAT HAPPENS TO PERSONAL CONVENIENCE LEAVE (PCL) UNDER THIS AGREEMENT?

A: PCL is unpaid time off language that the company wanted to eliminate entirely. Under this agreement, we keep PCL, but it will be capped at 120 hours annually for the first two years, then 80 hours annually for the remainder of the agreement. Only seven percent of members used more than 80 hours of PCL in 2025.

TEAMSTERS AT UNITED AIRLINES TENTATIVE AGREEMENT FAQS *(CONTINUED)*

Q: HAS ANYTHING CHANGED IN OUR RETIREMENT BENEFITS?

A: We have new language that allows for a one percent direct contribution to 401(k) plans on earnings exceeding the annual $170,000 Continental Retirement Plan (CARP pension plan) cap.

Q: WHY DO OTHER AIRLINES PROVIDE A BETTER 401(K) MATCH THAN UNITED DOES?

A: Because we have the CARP pension plan. Unlike other passenger carriers, we provide a defined benefit pension plan for retirement which comes at no cost to the employees. It is funded entirely through employer contributions and is designed solely to provide retirement benefits for our employees. No other passenger carrier in the industry has a defined benefit pension plan like this. We have this in addition to a 401(k) match from the employer.

Q: WILL I BE ELIGIBLE FOR THE RETIREE BRIDGE MEDICAL PLAN IN 2028?

A: If you are eligible (at least age 60, not over 65, and have at least 10 years of service) by December 4, 2028, you would be able to use the Retiree Bridge Medical Plan after 2028.

Q: WHAT ARE THE SCOPE IMPROVEMENTS IN THIS AGREEMENT?

A: We incorporated Letter of Agreement 3 regarding heavy check work into Article 1 and increased the lines of in-house heavy check maintenance from two lines to three. We have clearer and more extensive data requirements regarding investigation of outsourcing. Additionally, all employees would now receive furlough protections upon the date of signing, and the minimum recall time would change from six to 10 years.

Q: WHEN DOES VOTING BEGIN AND END?

A: The voting period will be between August 28 and September 18.

Q: IF THIS AGREEMENT IS RATIFIED, WHEN DO NEW RATES BEGIN?

A: Wage increases would be effective on September 20, 2026, with the new pay cycle.