

IBT and United Airlines Extension Agreement From 2024 through 2028

Frequently Asked Questions

1. Question: Is the Reset language gone? I don't see it in the extension agreement.

Answer: The Reset Language remains unchanged in LOA 29. This is an extension agreement starting December 5, 2024, the reset language will be utilized every December 5 going forward.

2. Question: Holiday Move—Does this language change affect my holiday move during vacation bidding?

Answer: No. The holiday Move in the Extension Agreement applies to Article 8 only. Article 9 Holiday Move before or after during the vacation bidding process is unchanged.

3. Question: The wage comparisons for the All-in rates mention 200 hours of OT. What does that mean?

Answer: The average OT hours for the group is 200 hours. The tables are intended to represent the average employee for comparison only. The calculations show 2,380 hours for the annual rate of pay, which is 2,080 of straight time pay with 300 hours of straight time pay added. (200 times 1.5 is 300)

4. Question: What about the rest of our Joint Collective Bargaining Agreement not mentioned in this Extension Agreement?

Answer: If you look at the top of the extension Agreement there is a phrase that explains this.

“The parties agree that the terms and conditions of the 2016-2022 United-IBT Agreement, as amended by the parties’ 2022 Extension Agreement, remain unchanged and in full force and effect...”

5. Question: How does the change to PCL affect me?

Answer: The agreement states that everyone will be capped to 80 hours of PCL a year. If you use less than 80 hours of PCL currently then there is no change to how you apply for it. If the day is open in eTA you apply and are granted the day 24 hours before.

The change is if you go over 80 hours of PCL in a year then you must ask your supervisor. If your supervisor grants the time off it will be coded as ATOE or AUTO.

It is still unpaid either way, one is granted by eTA as the current agreement reads and the other is granted by your supervisor. Both are subject to the needs of the service.

If you have questions about the extension agreement not listed above, reach out to your local union representative. Questions that you feel would be beneficial to everyone and added to this FAQ, you can send them to airline@teamster.org.