

# What Teamsters Technicians at United Airlines Need to Know About the

# RAILWAY LABOR ACT

## WHAT DOES IT MEAN TO BE UNDER THE RAILWAY LABOR ACT?

Workers in the airline and railroad industries fall under a different and older set of labor laws than other union workers. Enacted in 1926, the Railway Labor Act (RLA) was created as a way to limit the economic impact of labor disputes and provide a structure for dispute resolution.

## WHEN DOES MY CONTRACT EXPIRE?

Collective bargaining agreements (CBA) do not expire under the Railway Labor Act — instead they become amendable. The United Airlines Mechanics Contract becomes amendable on December 5, 2024.

## WHO IS ON THE TEAMSTERS NEGOTIATING COMMITTEE?

Per the Teamsters International Constitution, the negotiating committee is made up of representatives of the Teamsters Airline Division and rank-and-file members.

## HOW DID DIFFERENT JOBS GET GROUPED TOGETHER UNDER ONE CONTRACT?

The National Mediation Board (NMB) assigns and groups jobs based on crafts or classes on a carrier-wide basis.

## WHAT ARE WE BARGAINING FOR?

The Teamsters are negotiating to achieve the goals that rank-and-file members outlined when the union collected feedback about what the new contract should contain. Member input was gathered through polling, contract proposals, and bargaining surveys. Through this process, the union identified several key priorities for members in the next collective bargaining agreement, including industry-leading wages, an improved wage progression, better health care benefits, and improved safety.

## HOW HAS BARGAINING WORKED IN THE PAST? WHAT IS DIFFERENT THIS TIME AROUND?

In the past, the average time it took to bargain a new agreement was three years. With a more organized and aggressive approach to include and amplify the voices of all members at United Airlines, the Teamsters will use our collective leverage to prioritize and achieve the strongest possible agreement in a shorter timeframe.

## HOW CAN I GET INVOLVED IN OUR CONTRACT CAMPAIGN?

Download the Teamsters Airline Division app by scanning the QR code. →  
Stay engaged with your union as the Teamsters distribute regular updates about the contract fight, and attend all union meetings, parking lot rallies, and other events.



# The RLA

# BARGAINING PROCESS

Bargaining begins when either the company or the union requests a meeting to negotiate, which is known as a Section 6 Notice. Within 10 days, the parties must agree on dates to bargain, and within 30 days negotiations must begin. If the parties reach an impasse, either the union or the company can request intervention from the NMB.

Most collective bargaining agreements under the RLA are resolved either between the two parties or in mediation with the NMB. In rare instances when the parties have not reached an agreement before exhaustion of the bargaining process, under the RLA Congress or the President may step in to force both parties to come to a solution.

