

# UNITED AIRLINES INDUSTRY RESET OVERVIEW

- **PURPOSE:** The industry reset is designed as a mechanism to ensure that the sum value of United Airlines Teamsters Technician's primary contract elements remain industry leading.
- **TIMING:** Reset analysis will continue this December 5 and continue every 12 months thereafter.
- **MECHANISM:** The model's structure will not change — only the periodic updates of data elements being analyzed will change.
- **APPLICATION:** If United Airlines Teamsters Technicians are below the negotiated reset rate, that amount is added to wage rates.
- **ONE-WAY VALVE:** The reset can only be used to improve wages for United Airlines Teamsters Technicians.

## CONTRACT ELEMENTS INCLUDED IN THE RESET ANALYSIS

### 1. PAY

- Technicians All-in Wages (Basic pay, A&P License Premium, Line and Longevity)
- Weighted by Employees at 10, 20, 30 YOS
- VEBA

### 2. TIME OFF

- Annual Vacation, Sick and Holiday Hours

### 3. BENEFITS

- Medical Cost Share
- Retirement Contribution

### 4. PROFIT SHARING

- Profit sharing % to annual United Airlines pre-tax profits

### 5. SCOPE

- Based on ratio of Technicians heads per mainline aircraft

**FACT:** LOA 29 protects all economic factors of reset during negotiations.

