

IBT SENIORITY INTEGRATION
December 18, 2015

An IBT Seniority Integration team was established which comprised of 13 IBT members. The team met to discuss and analyze a proper and fair method for producing a combined seniority list for subsidiary Continental, subsidiary CMI and subsidiary United Airlines employees.

Issues

Lead/Premium Craft Seniority – At subsidiary United Airlines, employees in premium positions established a new Craft Seniority Date upon entering a Lead Technician, Inspector, Airport Communication Technician, Lead Airport Communication Technician, Flight Simulator Technician or Lead Flight Simulator Technician classification. Effective upon ratification of a joint collective bargaining agreement there will no longer be Lead/Premium seniority with the exception of the Flight Simulator Technicians. Subsidiary United employees in Lead or Premium classifications will have the Craft Seniority Date changed to reflect their basic craft Technician seniority date upon ratification of a joint collective bargaining agreement.

Flight Simulator Technician Classification - Employees entering the Flight Simulator Technician craft will receive a new Craft Seniority Date. Employees holding Technician seniority who successfully bid to the Flight Simulator Technician craft will continue to accrue Technician seniority while working in the Flight Simulator Technician craft. Employees in the FST craft will appear on a FST seniority / juniority list. FSTs holding Technician seniority will appear on the Technician list when they return to the Technician craft. Employees that did not work in the Technician craft previously will not have Technician craft seniority.

To establish Flight Simulator Technician craft seniority, employees accreted into the IBT were assigned a Craft Seniority Date equal to the date they entered the craft less any applicable adjustments.

Establishing a Joint Seniority List

The Seniority List will be used for bidding purposes such as shift bidding and system bidding. Employees Craft Seniority Dates were not modified in the Seniority Integration process.

Sorting the Seniority List

Employees from each subsidiary were kept in their relative seniority order. To create the combined Seniority List, each subsidiary was sorted according to the rules in place prior to the joint collective bargaining agreement. A ranking was assigned to each list.

Subsidiary Continental Airlines

Pre 1/1/1999 – Sort employees by Craft Seniority Date, then Company Seniority Date, then age with oldest employee being senior, then SSN4 with highest last four being senior.

Post 1/1/1999 (including 1/1/1999) - Sort employees by Craft Seniority Date, then Company Seniority Date then Birth Date MM/DD with the earlier date being senior, then SSN4 with highest last four numbers being senior.

Subsidiary CMI

Sort employees by Craft Seniority Date, then Company Seniority Date, then SSN4 with the lowest last four numbers being senior.

Subsidiary United Airlines

Sort employees by Craft Seniority Date, then Company Seniority Date, then SSN4 with the lowest last four numbers being senior.

The three lists were then combined and sorted by the Craft Date, then the Company Seniority Date, then the ranking from the preliminary sort.

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Next, ties were found between the three subsidiaries and a subroutine was invoked to break the ties. When the Craft Date and Company Seniority Date were the same across subsidiaries, the ranking for each group of employees was renumbered starting with 1. Ties were broken by the new ranking, then last four digits of the social security number where the lowest number is senior.

Example: Three employees from subsidiary Continental Airlines, two employees from CMI and five employees from subsidiary United Airlines have the same Craft Date and Company Seniority Date.

Subsidiary Continental Airlines

Employee	Craft Date	Company Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking
A	6/10/2000	6/10/2000	0119	1393	4910	1
B	6/10/2000	6/10/2000	0325	7999	4911	2
C	6/10/2000	6/10/2000	0617	8122	4912	3

Subsidiary CMI

Employee	Craft Date	Company Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking
D	6/10/2000	6/10/2000		2124	33	1
E	6/10/2000	6/10/2000		7009	34	2

Subsidiary United Airlines

Employee	Craft Date	Company Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking
F	6/10/2000	6/10/2000		1467	6100	1
G	6/10/2000	6/10/2000		2116	6101	2
H	6/10/2000	6/10/2000		6488	6102	3
I	6/10/2000	6/10/2000		8110	6103	4
J	6/10/2000	6/10/2000		9386	6104	5

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Combine the list. Since the Craft Dates and Company Seniority Dates are tied, the tie will be broken by the New Ranking, then the last four digits of the social security number where the lowest number is junior. So we compare the three employees ranked 1 from each subsidiary and the tie is broken by the SSN4. Then we compare the three employees ranked 2 from each subsidiary and the tie is broken by the SSN4. Next we compare the two employees ranked 3 from each subsidiary and the tie is broken by the SSN4. The process continues.

Combined List

Employee	Furlough Recall Date	Bid Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking	Combined Ranking
A	2/1/2000	2/1/2000		1393		1	1
F	2/1/2000	2/1/2000		1467		1	2
D	2/1/2000	2/1/2000		2124		1	3
G	2/1/2000	2/1/2000		2116		2	4
E	2/1/2000	2/1/2000		7009		2	5
B	2/1/2000	2/1/2000		7999		2	6
H	2/1/2000	2/1/2000		6488		3	7
C	2/1/2000	2/1/2000		8122		3	8
I	2/1/2000	2/1/2000		8110		4	9
J	2/1/2000	2/1/2000		9386		5	10

Current and New Hire employees entering the Agreement after the Date of Signing will be sorted according to the contractual language in Article 6.

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Establishing a Joint Juniority List

A Juniority (Furlough Recall) List will be used for furlough and recall purposes only. The Consent Decree from subsidiary United Airlines (dated April 30, 1976 and amended on March 2, 1995) will be applicable to the Juniority (Furlough Recall) List meaning a “Company Seniority Date” approach with any adjustments will be utilized for purposes of furlough and recall.

A Furlough Recall Date has been assigned to each employee which is equal to the Company Seniority Date less any adjustment for time spent in promoted status beyond six months. This date already existed for subsidiary United Airlines employees, but was established for each subsidiary Continental and CMI employees.

Seniority Adjustments – At subsidiary Continental Airlines and CMI, employees incurred seniority adjustments to their Company Seniority Date for time spent on furlough status and medical illness leave status. These adjustments did not occur at subsidiary United Airlines. To establish a fair Furlough Recall Date for subsidiary Continental Airlines and CMI employees, seniority was readjusted for employees that incurred a seniority adjustment to their Company Seniority Date for time spent on furlough status or medical illness leave status.

At subsidiary Continental Airlines and CMI, employees incurred a Company Seniority Date adjustment after 30 days for time spent on a personal leave of absence. However, at subsidiary United Airlines, employees incurred a Company Seniority Date adjustment after 90 days for time spent on a personal leave of absence. To account for this inconsistency, the seniority adjustment was re-calculated for employees at subsidiary Continental Airlines and CMI using the method of adjusting the Company Seniority Date for time spent on a personal leave of absence after 90 days.

At subsidiary Continental Airlines the Craft Date was used for purposes of furlough and recall. This date was adjusted for time spent in promoted status beyond six months. Employees at subsidiary United Airlines incurred a seniority adjustment on both the Craft Date and Furlough Recall Date for time spent in promoted status beyond six months. To apply a consistent approach for furlough recall purposes regarding time spent in promoted status beyond six months, the seniority adjustment incurred on the Craft Date was also applied to the Furlough Recall Date for subsidiary Continental Airlines employees. In most cases, no adjustment to the Furlough Recall Date was necessary other than using the Craft Date as the Furlough Recall Date.

At subsidiary United Airlines, the Furlough Recall Date was previously referred to as the Consent Decree Date, Union Adjusted Seniority Date, or Adjusted Company Seniority Date Adjusted for Layoff and Recall Purposes.

Sorting the Juniority (Furlough Recall) List

Employees from each subsidiary were kept in their relative seniority order as much as possible. To create the combined Juniority (Furlough Recall) list, each subsidiary was sorted according to the rules in place prior to the joint collective bargaining agreement. A ranking was assigned to each list.

Subsidiary Continental Airlines

Pre 1/1/1999 – Sort employees by Furlough Recall Date, then Craft Date, then age with the youngest employee being junior, then SSN4 with the highest last four being senior.

Post 1/1/1999 (including 1/1/1999) - Sort employees by Furlough Recall Date, then Craft Date then Birth Date MM/DD with the later date being junior, then SSN4 with lowest last four numbers being junior.

Subsidiary CMI

Sort employees by Furlough Recall Date, then Craft Date, then SSN4 with the highest last four numbers being junior.

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Subsidiary United Airlines

Sort employees by Furlough Recall Date, then Craft Date, then SSN4 with the highest last four numbers being junior.

The three lists were then combined and sorted by the Furlough Recall Date, then the Craft Seniority Date, then the ranking from the preliminary sort.

Next, ties were found between the three subsidiaries and a subroutine was invoked to break the ties. When the Furlough Recall Date and Craft Seniority Date were the same across subsidiaries, the ranking for each group of employees was renumbered starting with 1. Ties were broken by the new ranking, then the last four digits of the social security number where the highest number is junior.

Example: Five employees from subsidiary Continental Airlines and three employees from subsidiary United Airlines have the same Furlough Recall Date and Craft Seniority Date.

Subsidiary Continental Airlines

Employee	Furlough Recall Date	Bid Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking
A	2/1/2000	2/1/2000	1202	4002	2553	1
B	2/1/2000	2/1/2000	1115	6703	2554	2
C	2/1/2000	2/1/2000	0625	1221	2555	3
D	2/1/2000	2/1/2000	0301	2345	2556	4
E	2/1/2000	2/1/2000	0216	3337	2557	5

Subsidiary United Airlines

Employee	Furlough Recall Date	Bid Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking
F	2/1/2000	2/1/2000		7209	3782	1
G	2/1/2000	2/1/2000		5588	3783	2
H	2/1/2000	2/1/2000		3209	3784	3

Combine the list. Since the Furlough Recall Dates and Bid Seniority Dates are tied, the tie will be broken by the New Ranking, then the last four digits of the social security number where the highest number is junior. So we compare the two employees ranked 1 from each subsidiary and the tie is broken by the SSN4. Then we compare the two employees ranked 2 from each subsidiary and the tie is broken by the SSN4. The process continues.

Combined List

Employee	Furlough Recall Date	Bid Seniority Date	Birth Date MMDD	SSN4	System Ranking	New Ranking	Combined Ranking
F	2/1/2000	2/1/2000		7209		1	1
A	2/1/2000	2/1/2000		4002		1	2
B	2/1/2000	2/1/2000		6703		2	3
G	2/1/2000	2/1/2000		5588		2	4
H	2/1/2000	2/1/2000		3209		3	5
C	2/1/2000	2/1/2000		1221		3	6
D	2/1/2000	2/1/2000				4	7
E						5	8

Current and New Hire employees entering the Agreement after the Date of Signing will be sorted according to the contractual language in Article 6.

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Seniority Protests

Employees will have one hundred and twenty (120) days from the date of ratification to make any challenges to the newly integrated system seniority list. If no challenge is made within one hundred and twenty (120) days, the list as published will be recognized as the basis for all future discussions or challenges to Seniority and thereafter no changes shall be made except under extraordinary circumstances.

Upon ratification we will provide instructions on how to submit a seniority protest. Please direct any questions on the seniority integration process between now and the ratification date to your Chief Steward.