

Apprentice Technician Program

Letter of Agreement

The purpose of this Letter of Agreement ("LOA") is to clarify the current Collective Bargaining Agreement ("CBA") between United Airlines and the International Brotherhood of Teamsters (IBT) so as to account for the implementation of an Apprenticeship program, as envisioned in Article 23 and Letter of Agreement #34, Section 13 of the CBA, and to ensure that an apprentice technician gains the complete and thorough knowledge necessary to be certified as an Aircraft Maintenance Technician. All CBA Articles and Sections that are not specifically addressed in this LOA are applicable to Apprentice Technicians, as with any position covered under the CBA.

Unless specific reference is made herein to "Newly Hired Apprentice Technicians," all references to "Apprentice Technicians" shall include both "Apprentice Technicians" and "Newly Hired Apprentice Technicians," as defined in this Letter of Agreement.

Apprentice Technicians:

1. The Standards of Apprenticeship (e.g. requirements for tasks performed, syllabus, training required and prerequisites for graduation) as determined by the Company and discussed by the Apprentice Program Steering Committee in consultation with the FAA, will be maintained and shall be part of this program.
2. Apprentice Technicians shall serve an apprenticeship of three (3) years and will be given every opportunity to gain a complete and thorough knowledge of the trade to which they are apprenticed. The Standards of Apprenticeship established shall make appropriate provision for giving credit to Apprentices for past experience so that their period of apprenticeship may be shortened by the credit given. In addition, if the Apprentice Technician finishes all tasks, training, and requisites for graduation and is able to test for their Airframe and Powerplant license early, the Company at its discretion may shorten the apprenticeship program.
3. The Designated Station Trainer (DST), selected per LOA #24 of the agreement, to whom an Apprentice Technician is assigned will be held responsible for proper training and guidance. However, an Apprentice Technician will be held responsible for their own work and will sign for their own tasks per the outlined syllabus, but will not sign for work for which there is a Company or Government requirement that such work be signed for by a licensed Technician, unless the Apprentice Technician holds a valid and appropriately rated Airframe and/or Powerplant certificate.
4. The number of Apprentice Technicians shall not exceed 10% of the total number of employees in the Technician and higher classification under this agreement.
5. No more than two (2) Apprentice Technicians shall be assigned to a DST at one time and no more than two (2) Apprentice Technicians shall be worked together as partners.

Assignments and instruction

Apprentice Technicians may be assigned to a Supervisor or Designated Station Trainer (DST) for purposes of instruction, training, signing-off tasks/work, troubleshooting the Apprentice Technician's work/task, and evaluating the Apprentice Technician's progress through the program.

Position Description

Apprentice Technician (Classification) – An employee whose job includes acquiring the skills of the Technician Craft under the direction of a Technician on work generally recognized as Technician's work and assigned tasks specified in the apprenticeship curriculum.

"Newly Hired Apprentice Technicians" – Any employee hired into the Apprenticeship Program from outside the Company or outside the bargaining unit (e.g. – IAM Ramp Service Employee, AFA Flight Attendant, M&A, etc.)

Current employees covered by the UA/IBT CBA may update the record of their qualifications for Bid Area 126 and/or submit for the qualification for Bid Area 126 to be evaluated based on review of qualifications and to be tested if required by the Company. Employees who hold a valid FAA Airframe and Powerplant License are not eligible to bid into the Apprenticeship Program or apprentice exclusive training.

Bid Area Title, Number, License Requirements and Experience Requirements

Bid Area 126 - Apprentice Technician; no license requirement, High School diploma and successful completion of a trade test required.

Seniority:

Pay Seniority – Pay Seniority determines an employee's position on the pay scale, except that:

1. If the employee is a Newly Hired Apprentice Technician, the Pay Seniority Date will be the date they entered the apprenticeship program.
2. If the employee is transferring into the apprenticeship program from another IBT classification within the Craft, they will retain their Pay Seniority and remain on the basic Technician pay scale based on their Pay Seniority in accordance with Article 15 Appendix A, of the Technician Wage Scale.
3. If an employee is transferring into the apprenticeship program from a different IBT-represented craft, or is a non-IBT Company employee transferring into the apprenticeship program, the Pay Seniority Date will be the date they entered the apprenticeship program. The employee will be placed on the Appendix A wage scale at a basic pay rate equal to or higher than the current basic pay rate of the position from which they are transferring, excluding premiums.
4. All applicable premiums in Article 15 will apply with the exception of the A & P license premium.

5. Employees will continue to move through the wage progression table throughout the program.

Craft Seniority – An employee's "Craft Seniority" date is established upon entering a Craft; except that;

1. A Newly Hired Apprentice Technician, or an employee working in a lower or higher craft, will be placed on the Technician Craft Seniority List on the first day they graduate from the Apprenticeship program with two years (24 months) of adjusted seniority credit.
2. An employee that is currently working within the Technician Craft and transfers into the Apprenticeship program will continue to accrue Craft Seniority while working in the Apprentice Technician Classification.

Seniority Lists

Newly Hired Apprentice Technicians, and employees entering the Craft from a higher or lower Craft, will appear on the System and Station seniority lists based on when they entered the Craft; however, they will be subject to an adjustment in their Craft Seniority once they graduate from the Apprentice program. (See paragraph above)

Probation

1. Newly Hired Apprentice Technicians shall be on probation per Article 4 of the CBA. Apprentice Technicians who do not demonstrate sufficient aptitude to learn the trade or meet performance expectations will not be retained as an Apprentice and will be separated from the Company.
2. Employees who transfer into the Apprenticeship Program from another work group and do not demonstrate sufficient aptitude to learn the trade or meet performance expectations will be disqualified and allowed to exercise seniority and return rights (if any) under their previous CBA. If there are no previous CBA return rights, the employee may be put on a Personal Leave of Absence for up to 6 months at the employee's request, to provide an opportunity to find employment in their prior work group or another work group within the Company.
3. Employees who transfer into the Apprenticeship Program from within the bargaining unit, and do not demonstrate sufficient aptitude to learn the trade or meet performance expectations will be disqualified and be allowed to return to their former Bid Area and shift. If that position is no longer available, the employee will be allowed to exercise his seniority as described in Article 6, Reduction in Force (Ref. Art. 5.D.3.d)
4. An employee may be assigned and re-assigned to any shift and days off until they graduate from the Apprenticeship Program. Apprentice Technicians will not be allowed to bid for a Technician shift, work area or days off. The Company will provide a reasonable schedule consisting of 40 hrs. per week and 2 or 3 consecutive days off per week. Although shifts may be re-assigned throughout the duration of the program, the Company will not rotate an Apprentice Technician through multiple shifts during his scheduled work week.

5. A Newly Hired Apprentice Technician who leaves the service of the Company for any reason and is later rehired will be treated as a new hire, including the serving of another period of probation. No credit for previous Company service will be given.
6. For performance reasons and with the Union's concurrence after consultation with the program steering committee, the Company may extend the time required for an Apprentice Technician in the Apprenticeship Program up to six months.
 - a. The Company will evaluate Apprentice Technicians based on the Apprenticeship Program criteria on an on-going basis and at the completion of each module.
 - b. Newly Hired Apprentice Technicians while on probation may be separated from the Company during the Apprenticeship Program without a fact-finding meeting or recourse to the Grievance Procedure.

Filling of Vacancies:

A newly hired Apprentice Technician may not fill Technician vacancies, bid on any posted Technician vacancy created as a result of a new or vacant position or participate in a Technician "Point Shake Down."

When the Company fills an Apprentice Technician vacancy, it will do so in accordance with the following provisions:

1. Technician positions will be posted first in the permanent Bid Area where there is a forecasted operational need for Technicians (e.g. 101 Line Technician in EWR).
2. Once the permanent bid area Technician list is exhausted in accordance with Article 5 of the CBA, the remaining positions will be posted in eBID as 126 Apprentice Technicians for the permanent Bid Area.
3. Remaining vacancies will be filled as follows:
 - a. Current United Airlines IBT represented employees in bid seniority order based on their qualifications (BAQ).
 - b. Remaining vacancies will be filled competitively at the discretion of the Company.
4. Once an Apprentice Technician graduates from the Apprentice Program, they will be placed into the permanent bid area, into the shift that remains from the "trickle down" shift award.
5. An employee who, through the bidding process, is awarded a vacancy to the Apprenticeship Program (Bid Area 126), will be placed on a "Qualifying Period" until they graduate from the program, not to exceed 3 years (36 months).
6. Employees in the Apprenticeship Program will not participate in a Technician Shift Bid.

7. Shift Bids – Within the 126 “Apprentice Technician” Bid Area, employees will work a shift assigned to them to correspond with the curriculum of the Apprenticeship Program and will not participate in a Technician Shift Bid until they graduate.
8. Day And Shift Trades – Apprentice Technicians are not permitted to Day or Shift Trade while in the Apprenticeship Program. Apprentice Technicians and Technicians will not be able to trade with one another.

Reduction in Force (RIF) and Recall:

All provisions of the reduction in force article will apply to an Apprentice Technician who has seniority under the Collective Bargaining Agreement. All “Newly Hired Apprentice Technicians” will be separated from the Company prior to the start of a Technician Reduction in Force (RIF) with no recall rights.

Holidays:

For holiday staffing purposes, all Apprentice Technicians regularly scheduled for duty will be off for the Holiday.

Vacation:

Apprentice Technicians will bid vacation as a group separate from the Technicians in the work area.

During the year, subject to the needs of the service, an Apprentice Technician may request VAC-DAT for a specific day or sequence of days subject to the available time in the employees vacation bank. The Apprentice Technician can be denied a VAC-DAT request if it conflicts with the planned curriculum of the Apprenticeship Program. Requests should be made to the Supervisor no more than sixty (60) days and no less than forty-eight (48) hours prior to the beginning of the shift or sequence of shifts in question. The Supervisor will have an answer to the Apprentice Technician’s request by the end of the employee’s work day on the day the request was made.

Leaves of Absence:

Apprentice Technicians who are approved for any Leaves in this article are required to make up the lost time and the curriculum not completed due to such Leave.

Field Trips:

Apprentice Technicians (Bid Area 126) in the Apprenticeship Program will be ineligible for Field Trips. Once the Apprentice Technician graduates from the Apprenticeship Program and is assigned to their permanent Technician Bid Area, they will be allowed to sign up in the Field Trip book, or its electronic equivalent, in that permanent Bid Area.

Training:

Training assignments are part of the Apprentice Technicians regular employment. If training assignments outside the normal curriculum of the Apprenticeship Program are to be offered, the provisions of Article 13 will apply.

Alcohol and Drug Testing:

An "Apprentice Technician" is considered a DOT covered position and the FAA/DOT regulations and Company Policy are applicable.

An Apprentice Technician who receives a verified confirmed positive drug test or whose breath alcohol test indicates a concentration of .02 or above, may be removed from the program. If they have recourse under Article 14 that shall apply. In no case will they be eligible to return to the program.

Compensation & Appendix A – Wage Scales:

All applicable provisions of the CBA will apply; for Appendix A – Wage Scales

Line Pay Premium – Line pay premium: \$1.00 per hour. An Apprentice Technician who is assigned to a Bid Area or a Line Station that normally receives the Line Premium would be eligible for this premium.

Health and Welfare Benefits:

Apprentice Technicians will be provided Health and Welfare benefits in accordance with the CBA.

Overtime:

Eligibility – Apprentice Technicians are ineligible for Technician overtime.

After graduation from the Apprenticeship Program, the employee will be placed in their permanent bid area and be given the highest number of overtime hours in the Bid Area.

Union Security & Representation:

Apprentice Technicians will be required to become members of the Union according to the term of the CBA.

Grievance Procedure and Board of Arbitration:

Non-probationary Apprentice Technicians will have access to the grievance and arbitration process.

Agreed October 11, 2022



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