



To: All IBT Represented Technicians & Flight Simulator and Related Employees
From: The Contract Implementation Team
Date: February 17, 2017
Subject: Commuter Protection FAQ

**Implementation
Update**

With the ratification of the JCBA, LOA 32 Commuter Protections is new language for many of our Technicians and Managers. While we highly recommend you read the LOA in its entirety, we would like to offer a brief FAQ to help you understand the terms of the Commuter Protection letter.

- 1. Who is covered under the Commuter Protection LOA?**
Only Technicians who register themselves to the Managing Director (or designee) of their station as a commuter with the Commuter Form will be approved for commuter status. Per LOA#32, only commuters “from his residence to work” over company lines are covered.
- 2. Will a technician be paid for the hours he misses because he cannot make it from his residence to work due to an unforeseen and not reasonably anticipated event that disrupted his commute?**
No.
- 3. Would delays due to bad weather or inability to fly due to oversold flight be protected?**
No. An approved commuter is expected to exercise prudent judgment and planning regarding checking load factors, flight availability, forecasted weather, traffic reports, and otherwise generally “planning ahead” to avoid commuting problems. Remember, if at the time you are planning your commute the weather forecast is severe or the flights are already oversold, you need to make sure that you look to alternatives and exert every reasonable effort to report to work as scheduled.
- 4. What qualifies as an event under the policy?**
Every instance will be evaluated individually – unforeseen events may include no available seat, weight restrictions, delay or cancellation due to unforeseen significant weather at the intended airport of departure or arrival. Remember, the listed employee must be at the gate and have checked in for the flight(s) to be utilized for the purposes of this policy – sitting in traffic on the way to the airport doesn’t qualify.
- 5. What happens if an approved commuter has an unforeseen disrupted commute?**
The commuter will immediately contact the Managing Director (or designee) at their station to inform them of the situation, including status of any backup flight. If outside normal hours, the listed commuter will contact the applicable manager or supervisor responsible for attendance and work assignments for the work area/group and must continually update the Company on their commuter progress.
- 6. What happens if an approved commuter has repeated events where they are either late or miss a shift due to a disrupted commute?**
Repeated invocations of this policy within a rolling calendar year will be considered as independent events and be judged on their own circumstances and may be considered in evaluating attendance/reliability.
- 7. Can an approved commuter be disciplined for repeated incidents?**
Yes, if an approved commuter has repeated incidents that would not qualify under this LOA (after individual consideration) they may be disciplined for attendance/reliability.

Questions

If you have any questions related to these or any changes related to the Agreement please go to:

Flying Together > Departments > Tech Ops > IBT Contract Implementation



If you have additional questions please contact your Supervisor, Shift Manager, Manager of Administration or email IBImplementation@united.com.