

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

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KEN HALL
General Secretary-Treasurer

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March 6, 2017

To: All Union Members at UAL

Re: Monthly Dues

1) In accordance with Article X of the IBT Constitution, the monthly dues shall be 2.5 times the hourly rate of pay, including all premiums. This All-In rate for dues calculations was the practice at sCAL before and after the merger, however the monthly dues for sUAL was lower because the dues calculations was based only on the hourly rate of pay, including the premium for Leads and Inspectors.

2) Each local union was advised that both methods of calculating dues was acceptable under the IBT Constitution. Most of the Principal Officers of each local union decided to stay with the current practice for sUAL, which would result in considerable savings to the membership, however one local union decided to continue the sCal practice of 2.5 times the All-In rate.

3) The formula for the former sUAL members since 2008 has been and will remain:

A. Technicians and Related Craft: 2.5 times Basic Rate. Currently, for a 'topped out' Technician, this translates to $2.5 \times 40.06 = \$100.15$

B. Leads/Inspectors: 2.5 times (Sum of Basic Rate plus the All-In Differential). Currently for a 'topped out' Lead or Inspector, this translates to $2.5 \times 42.43 = \$106.08$

(Note - All-In Differential is $47.31 \times 5\% = \$2.37$. Then, Sum of Basic Rate plus All-In Differential is $40.06 + 2.37 = \$42.43$)

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4) In addition, the increase in dues was to commence in February, however the increase was inadvertently applied in January. The Employer has been advised of the overpayment and the deduction for each member will be adjusted for April.

We apologize for the confusion and inconvenience that this has caused our membership. Please contact your local union office or your business representative if you have any other questions or concerns.

Fraternally,

A handwritten signature in black ink, appearing to read "David P. Bourne". The signature is stylized with a large initial "D" and "B".

David P. Bourne, Director
Teamsters Airline Division