



# MEC NEWS



July 15, 2023

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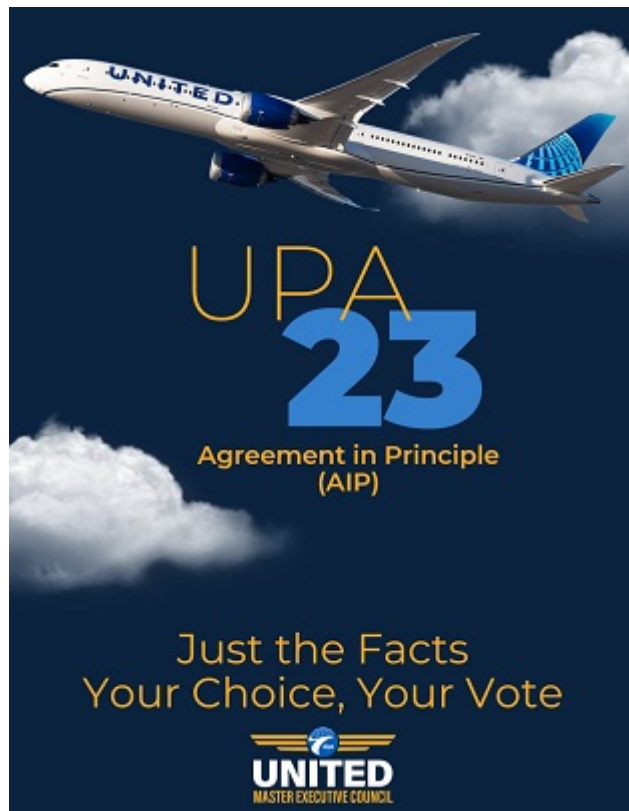
## *UPA23 - Agreement in Principle Achieved*

Today, after five years of negotiations and 1,626 days past the amendable date of our contract, the United MEC Negotiating Committee reached a comprehensive Agreement in Principle (AIP) with United management. This AIP achieves the contractual improvements that you, the Line Pilot, told us you wanted, earned, and deserved. The design of this agreement was developed through extensive pilot-to-representative interactions, polling, surveys, pilot data reporting, and direct communications. Your MEC has guided negotiations throughout this process with the tenet that United Pilots expect and deserve an industry-leading pilot contract.

Watch a [video](#) from MEC Chair Capt. Garth Thompson announcing the AIP with United Airlines.



Departing from past practice and to enhance transparency, the MEC is releasing the AIP (attached as a .pdf file and on our new website [UPA23.com](http://UPA23.com)) so that all United Pilots can start the education process while the final contractual language is written. You will be the final arbiter on whether this is acceptable.



Some highlights include:

- Quality of work-life and work rule Improvements
- Industry-Leading Pay Rate increases that exceed Delta with Snap-Ups
- Signing Bonus (aka Retro) back to Jan 2020 including PRAP for 2023
- PRAP Contribution increase
- Improved Profit Sharing
- Sick leave and Vacation improvements
- Medical Freedom Protections

### **AIP Executive Summary**

The attached document highlights the AIP by subject area. It does not include every negotiated item. The document is not comprehensive of every term, phrase, or concept within the agreement. We recommend you approach this document as an Executive Summary. The document contains hyperlinked boxes on the homepage (page 3) that take you directly to a subject area of your choice. At the bottom of each page is a *Return to Homepage* hyperlink.



## Next Steps

Negotiators continue work to convert the AIP to the final contractual language. We expect this to take several weeks. The MEC will have at least seven days to study the updated language and consider their vote.

When the MEC receives the final language, it becomes a Tentative Agreement (TA) for consideration. That document will also be made available to United Pilots. The MEC will meet in special session then vote to accept or reject the final language. If the MEC accepts the final language, it will go to the membership for ratification. If The MEC rejects the final language, then we return to negotiations.

Should the MEC send a TA to the United Pilots for Membership Ratification, this will initiate a robust educational process to provide information you need to make an informed decision. United Pilots will have the opportunity to study the materials, listen to podcasts, view video presentations, meet with FACT Team members in crew rooms, and interact with their representatives, Negotiating Committee, and MEC leadership during road shows. After considering the strengths and weaknesses of the updated contractual language, each United Pilot will vote “In Favor” or “Against” on the TA for membership ratification. This ensures every United Pilot has a voice and the opportunity to determine the outcome.

## Thank you

To all United Pilots, thank you for your solidarity and unity during this latest effort.



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Feedback or Questions - [File a PDR](#)

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