

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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**VIA EMAIL**

Rodney Luetzen  
Vice President Tech Ops Line Maintenance  
United Airlines  
rodney.luetzen@united.com

Dear Rodney,

Thank you for raising the rates for starting AMTs in San Francisco and Seattle.

However, we continue to believe it is in the best interest of the corporation, and Tech Ops, to implement this policy system wide. As you are aware, there is an ongoing, and growing need for technicians throughout the industry. Your competitors are currently offering higher starting salaries for Technicians, making your ability to compete for these highly skilled individuals that much more difficult. As we enter bargaining, this situation will only be exacerbated during what will most likely be lengthy talks.

We understand that Article 15 gives you the right to raise rates, by city or Bid Area, where economic factors make it difficult to hire or retain Technicians at your discretion. However, those economic conditions are now a system wide issue. We see the raising of starting rates system wide as a win-win for all those involved given the industry trends. I look forward to discussing this matter further with you in detail at your earliest convenience.

With regards,

Joe Ferreira, Director  
Teamsters Airline Division

JF/km

cc: Greg Hart, Executive VP and Chief Growth Officer  
Michael Jones, VP of Labor Relations  
Thomas Reardon, Director of Labor Relations  
Vinny Graziano, International Representative