

I.A.M. NATIONAL PENSION FUND
NATIONAL PENSION PLAN

STANDARD CONTRACT LANGUAGE

ARTICLE ___ - PENSIONS

A. The Employer shall contribute to the I.A.M. National Pension Fund, National Pension Plan for each hour/day o portion thereof 1/ for which employees in all job classifications covered by this Agreement are entitled to receive pa under this Agreement 2/ as follows:

\$ 0.65 per HOUR effective MARCH 1, 2006

\$ 0.85 per HOUR effective MARCH 1, 2007

\$ 1.00 per HOUR effective MARCH 1, 2008

\$ 1.15 per HOUR effective MARCH 1, 2009

B. The Employer shall continue contributions based on a forty (40) hour work week while an employee is off wor due to paid vacations or paid holidays. 3/ The Employer shall also make contributions whenever an employee receive severance pay, vacation pay at termination, or vacation pay in lieu of time off.

C. Contributions for a new, temporary, probationary, part-time and full-time employee are payable from the first da of employment. 4/

D. The I.A.M. Lodge and Employer adopt and agree to be bound by, and hereby assent to, the Trust Agreement, date May 1, 1960, as amended, creating the I.A.M. National Pension Fund and the Plan rules adopted by the Trustees of th I.A.M. National Pension Fund in establishing and administering the foregoing Plan pursuant to the said Trust Agreement as currently in effect and as the Trust and Plan may be amended from time to time.

E. The parties acknowledge that the Trustees of the I.A.M. National Pension Fund may terminate the participation o the employees and the Employer in the Plan if the successor collective bargaining agreement fails to renew the provision of this pension Article or reduces the Contribution Rate. The parties may increase the Contribution Rate and/or add jo classifications or categories of hours for which contributions are payable.

F. This Article contains the entire agreement between the parties regarding pensions and retirement under this Pla and any contrary provisions in this Agreement shall be void. No oral or written modification of this Agreement shall b binding upon the Trustees of the I.A.M. National Pension Fund. No grievance procedure, settlement or arbitratio decision with respect to the obligation to contribute shall be binding upon the Trustees of the said Pension Fund.

(Please complete Options Section and sign below if the Standard Contract Language is to be signed as a separate Agreement. If the Language is included in the Collective Bargaining Agreement, please insert options where applicable.)
Options:

1/ Trustees' policy requires that all groups entering and continuing participation shall negotiate either an HOURLY or DAILY contribution rate. An HOURLY or DAILY contribution rate may be negotiated if the collective bargaining agreement provides for a standard work week of at least 40 hours based on 5 work days. An HOURLY rate must be negotiated if the standard work week is at least 40 hours but less than 5 days. A DAILY rate must be negotiated if the standard work week is 5 days but less than 40 hours. Contributions are required for any day/hour or portion thereof for which an employee is entitled to receive pay under this Agreement.

2/ The parties may negotiate to limit contributions to a maximum of forty (40) hours per week for each employee.
Yes X No _____

3/ a. The parties may negotiate to exclude contributions for sickness and injury time, Reserve Training Time jury duty, bereavement pay, or lost time for processing grievances under the Agreement. If contributions are to be excluded for any time, please specify: Contributions will be made for all hours for which compensation is received by the employee (including vacation, sick leave, OJI, Union Business, and other paid leave), but will not be made for unpaid time not worked.

b. The parties may negotiate that contributions will continue based on a forty (40) hour work week during non-work periods when the employee is receiving Workers Compensation or disability benefits: Yes X No _____
If yes, indicate for how long: As long as employee is on paid sick leave or paid OJI leave.

c. The parties may negotiate that contributions will continue for up to one year based on a forty (40) hour work week while an employee is on unpaid leave of absence or lay-off:
Yes ___ No X If yes, indicate type of unpaid leave:

4/ The parties may negotiate that contributions will begin at the completion of the employee's probationary period but no later than sixty (60) calendar days after date of hire. Yes X No _____ (Upon completion of the probationary period, contributions will be made retroactively to the date of hire. Temporary employees may be excluded for a maximum period of ninety (90) calendar days. Yes _____ No X If yes, for how long _____

DISTRICT LODGE 141, IAM

By S. R. Canale Date March 23, 2006
S.R. (Randy) Canale

UNITED AIRLINES, INC.

EMPLOYER'S IRS IDENTIFICATION NO.

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Address 1200 East Algonquin Road, Elk Grove Township, IL 60007

By Sara A. Fields Date March 28, 2006
Sara A. Fields

For plants or terminals located at:

All locations employing IAM members nationwide.
(Street) (City) (State) (Zip)