

The Association.



THE TWU-IAM ASSOCIATION

Agreement in Principle Highlights: MLS/Stores

As stated in the announcement bulletin to members, the complete text of the JCBA will be available before ratification voting commences. An information meeting and ratification schedule is being developed and is forthcoming.

Wage Increases	MLS/Stores: DOS +7.4%. +2% at +12,24,36,48 months after DOS.
Profit Sharing	Top of industry profit sharing formula: 10% of first \$2.5 billion of pre-tax income, 20% of pre-tax-income above \$2.5 billion.
Premiums	Crew Chief Premium: \$2.20 at DOS, \$2.40 at DOS +36 MLS Skill Pay: \$.50 Line Pay: \$1.00/hr for those working in line maintenance bid area Shift Differential: \$.51 2 nd shift, \$.58 3 rd shift and \$.61 cents per hour relief.
Signing Bonus	\$6,000.
Medical: All Association Members	Standard: The Standard plan's current design and employee contribution will remain the same as described in the JCBA; Core: The Core plan will be available with the cost share outlined in the JCBA. The plan design can be modified at the company's discretion; High Cost Coverage (formerly "Value"): No change. May be available at the company's discretion and is NOT part of the JCBA; HMO: HMO plans may be available at the company's discretion and is NOT part of the JCBA. Me-too: Standard and Core plans me-too with other AA groups on plan design and cost share improvements.
Medical: IAM-Represented Association Members	PPO 80: will retain the PPO 80 Plan with the same plan design and premium share; PPO 90: will retain the PPO 90 Plan with the same plan design and premium share through 2025 PPO 100: will retain the PPO 100 Plan with the same plan design and premium share through 2020.
Retirement: IAM represented Association Members	IAM National Pension Plan (IAMNPP): Increased IAMNPP contributions to the equivalent of 5% of total pay; and 401(k) Match: 100% match up to 4% of total pay;

Retirement: TWU represented Association members	401(k) Employer Contribution and Match: Automatic 5% contribution of total pay and 100% match up to another 4% of total pay.
Retiree Benefits: All Association Members	HRA for Retiree Benefits: If retirement eligible, employee may elect to receive 50% of hourly pay rate for each unused hour in sick leave bank deposited into HRA for use in paying for retiree benefits in lieu of \$10.80/hr cash pay-out.
Vacation	<p>The following vacation schedule will take effect on DOS: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 24 years, 5 weeks; 29 years, 6 weeks.</p> <p>The following vacation schedule will take effect on DOS + 3: Completion of 1 year, 2 weeks; 4 years, 3 weeks; 11 years, 4 weeks; 17 years, 5 weeks; 24 years, 6 weeks.</p> <p>Any Association member who is entitled to an increase in vacation during 2020 will receive a lump sum payment for such vacation.</p>
Holidays	<p>10 holidays.</p> <p>If holiday worked, hours paid at double-time and a half.</p> <p>If holiday on day off, hours paid at straight time.</p>
Overtime	<p>Mandatory Overtime Assignment: Employee is not required to work overtime against his/her wishes.</p> <p>Overtime Bypass: Employee will be paid if bypassed for overtime at the applicable rate;</p> <p>Overtime: “Easy hour” now part of JCBA;</p> <p>Double Time: Enhanced double time language;</p> <p>Minimum Overtime Call In: Minimum 8 hours call in on day off.</p>
Sick Leave	<p>Sick Leave Payment: Full pay for each sick day;</p> <p>OJI/IOD Payment: First 20 days of OJI/IOD paid in full by the company;</p> <p>OJI/IOD Supplement: Employee may supplement OJI/IOD with sick pay when receiving worker’s compensation payments;</p> <p>Sick Bank Accrual: 10 days per year to a max of 1600 hours;</p> <p>Sick Leave Bank Payment: Upon separation, employee may receive \$10.80 for each hour of unused sick leave.</p>
Field Trips	<p>Pay: 1.75 X hourly rate for all hours worked on a field trip. 8 hour rest period paid at straight time.</p> <p>Per Diem: Increased per diem;</p> <p>Car Rental: Car rental provided upon request;</p> <p>Passport Reimbursement: Expense to obtain passport for field trips will be reimbursed.</p> <p>Working Conditions: No requirement to work alone in remote areas;</p> <p>Overtime Assignments: Separate overtime list for field trips.</p>
Shift Swaps	<p>Rights: Contractual swapping rights;</p> <p>Discipline for Violations: Warnings instead of immediate suspensions;</p> <p>Swap Limit: 32 swaps per quarter;</p> <p>Enhanced Flexibility: Half-day swaps permitted;</p> <p>Enhanced Flexibility: DAT/COMP swaps permitted;</p> <p>Enhanced Flexibility: Premium/Basic swaps permitted.</p>

Hours of Service	Enhanced language for shifts of more than 8 hours; Adverse weather conditions language; Overtime for working through lunch, with meal period rescheduled; Airport facility closure language.
Training	Seniority considerations for training; Enhanced per diem—pre and post travel; Enhanced SIDA badge language.

For more information, please visit TWU-IAM.org