



TWU Fleet Service Members JCBA Improvements

*THE UNPRECEDENTED, \$4.6 BILLION IN
OUR CONTRACTS ARE THE BEST IN
AVIATION HISTORY*

THE RECOGNITION & SCOPE WE'VE BEEN FIGHTING FOR

- 45 Stations and Location with SCOPE covered work and protections instead of the 18 currently today
- Threshold language to include 140 weekly mainline departures for insourcing and capturing future Stations and Locations
- There are System Job Protections, Station Job Protections and Status Job Protections for every active employee and or on an approved leave of absence

Better Classifications and Qualifications

- Fleet Service Operations work assignments opportunities in the stations where members covered by the agreement are assigned
 - Central Load Planner opportunities to qualified members that doesn't exist currently
 - Cargo will be performed in 7 locations versus 5 currently
 - Lavatory Service and Water is covered work in 35 named locations versus 18 currently
- Regional Bag Transfer Work in 4 TWU locations as covered work that doesn't exist currently
- Part Time Ratio was reduced from 40% of all employees to 32% with an 1% annual increase with a look back and 36% system cap
 - If Company exceeds annual cap, then upgrade PT to FT to level cap

MORE HOLIDAYS

- Holidays increased from 5 to 10
- Holiday Rate paid at 2 1/2 times hourly rate
 - Holiday paid on a scheduled day off
- Day Off Overtime on a Holiday may result in Triple Time rate

IMPROVED SICK/IOD

- Sick Leave days increased from 5 to 10
- Increased Sick Leave Bank to 1600 hours
 - IOD days increased from 10 to 20
- Limited Duty language for injuries on the job up to 90 days and off the job up to 60 days

INCREASED VACATION

- Vacations were increased to 6 weeks
- Day at a Time (DAT) Bank to be utilized for additional Vacation Days

Retirement Gains

- Early Out / Buy Out Option
- Increased 401k plan with automatic 5% contribution and 4% Company match that could reach 13%
- Retiree Medical Option with 50% of Sick Bank paid at hourly rate to be deposited into an HRA

Industry-Leading Compensation

- Increased wages of 4.8% and 2% in the out years
 - Signing Bonus to all employees of 3000.00
- Shift Differential from 1,2,3 cents to 51,58,61 cents
- Increased Crew Chief Premium from 2.09 to 2.20 for 3 years then 2.40 thereafter
- Better Overtime language to enhance opportunities to earn more pay
 - 140 hours of Compensatory Time

Miscellaneous Wins

- Increased Job Protections for Station and Status that can be carried with members to newly opened stations not listed in the 45
- Enhanced Reduction in Force language to allow for seniority driven process (Bump and Roll)
 - Enhanced Severance Package of 17 weeks

This is the industry-leading contract
we have all been fighting for.

It includes all these enhancements - and more!

VOTE “YES” FOR YOUR FUTURE!