



TWU MLS Members JCBA Improvements

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

SCOPE WE'VE BEEN FIGHTING FOR

- Station & System Job Protection
- A Minimum of 26 Line Station Staffed
- Three Shift Staffing at All Line Stations
- Minimum & Maximum Crew Chief to Worker Ratio

INDUSTRY-LEADING COMPENSATION

- Industry Leading Wages DOS, plus 2% at DOS+12, 24, 36, & 48 Months
 - 5% Automatic and 4% Company Matching 401(k) of Total Pay
 - Increases in Several Premiums and Shift Differential
- Increased Wages on Overtime, Holidays, & Field Trips including Per Diem
 - Enhanced and Increased Sick Leave Buyout
- Profit Sharing Formula of 10% on the first \$2.5 Billion of Pretax Income,
 - 20% on Pretax Income Over \$2.5 Billion
 - New Line Premium
- Driver Pay for Larger Trucks

MORE HOLIDAYS

Increased from 5 Holidays to 10 Holidays
Annually, Paid at 8 Straight When Off or
Double Time & a Half When Worked

IMPROVED SICK/IOD

- Sick Day Accrual Increased
From 5 to 10 Days Annually
- IOD Time Increased from 10 to 20 Days

BETTER VACATION

- ❖ Accelerated Accrual In Early Years
- ❖ Accelerated 5th & 6th Week Accrual Prospectively as Part of CBA

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

It includes all these enhancements - and more!

VOTE “YES” FOR YOUR FUTURE!