



# TWU M&R Members JCBA Improvements

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

# THE SCOPE WE'VE BEEN FIGHTING FOR

- Station & System Job Protections
  - 2600 Minimum Headcount in Aircraft Overhaul & Overhaul Support Shops, with Additional Engine & Back Shop Headcount Protection Provisions
    - A Minimum of 50% of Aircraft Overhaul Billable Hours Done In-House
  - A Minimum of 26 Line Aircraft Maintenance Stations - Staffed On All Three Shifts
    - No Scheduled Domestic Line Maintenance Outsourcing
    - International Outsourcing Cap tied to Manhours not Maintenance Spend
    - Between 88% & 89% of all Scheduled Line Maintenance Work Done In-House
    - Ground Support Equipment Mechanics Staffed at a Minimum of 14 Stations
  - Facilities Maintenance Mechanics Staffed at the 4 Bases and a Minimum of 9 Line Stations
- New MTS Classification – Including an Opt-Out Provision for Technical Crew Chief Instructors
  - Enhanced MCT Skill Set Provisions

# INDUSTRY-LEADING COMPENSATION

- Industry Leading Wages DOS, plus 2% at DOS+12, 24, 36, & 48 Months
  - 5% Automatic and 4% Company 401(k) Match of Total Pay
- Increased Wages on Overtime, Holidays, and Field Trips including Per Diem
  - Increases in Several Premiums and Shift Differential
  - NEW - Taxi/Run Up and Fuel Tank Entry Premiums
    - Enhanced and Increased Sick Leave Buyout
- Profit Sharing Increased to 10% on the first \$2.5 Billion of Pretax Income, 20% on Pretax Income Above \$2.5 Billion

# 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

- All Sick Days Paid at the Full Rate
- Sick Day Accrual Increased from 5 to 10 Days Annually
  - IOD Time Increased from 10 to 20 Days

# BETTER VACATION

- Accelerated Accrual
- Sixth Week Added
- Anyone Who Is In  
Accelerated Accrual Years

&

30 or More Years Company Seniority  
Prior to 12/31/2019

Paid Out For That Additional Vacation This Year

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

It includes all these enhancements - and more!

**VOTE “YES” FOR YOUR FUTURE!**