

U·S AIRWAYS

AGREEMENT

by and between

US AIRWAYS, INC.

and the

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**



July 18, 2014

Table of Contents

| Article | Page |
|--|------|
| Preamble | 1 |
| 1 Purpose | 2 |
| 2 Scope of Agreement | 4 |
| 3 Status of Agreement | 7 |
| 4 Classification and Work Requirements | 9 |
| 5 Hours of Service..... | 18 |
| 6 Overtime and Holidays | 25 |
| 7 Travel Pay | 41 |
| 8 Seniority | 45 |
| 9 Filling Vacancies..... | 58 |
| 10 Leaves of absence | 81 |
| 11 Vacation with Pay | 84 |
| 12 Sick leave, Premiums and Bonuses..... | 90 |
| 13 Transportation | 93 |
| 14 Grievance Procedures..... | 94 |
| 15 System Board of Adjustment | 98 |
| 16 Safety and Health | 101 |
| 17 General and Miscellaneous | 104 |
| 18 Wage Rates | 111 |
| 19 Union Shop & Dues Check-off Agreement .. | 117 |
| 20 Severance Allowance | 122 |
| 21 Retirement..... | 124 |
| 22 Insurance | 127 |
| 23 Duration | 129 |

| Letters: | Page |
|--|-------------|
| Letter of Clarification | 130 |
| Attachment A - Health Coverage..... | 176 |
| Clarification of Article 2(B) | 131 |
| Quality Control Checks | 139 |
| Computer Programming | 141 |
| City to City Bid Awards | 142 |
| Attachment E - Voluntary Separation..... | 189 |
| Customer Contract Maintenance..... | 143 |
| Accrual on Leave Matrix | 193 |
| Leave of Absence – Birth or Adoption | 144 |
| Overtime/Swap Matrix | 195 |
| Flexible Spending Account..... | 145 |
| Labor Protection Provisions..... | 146 |
| Scope and Alter Ego | 147 |
| Attachment H – Shops | 197 |
| Medical Exams | 148 |
| Attachment I – V/S in Lieu | 198 |
| Consolidation | 150 |
| Addendum A – Enhancement Letter..... | 199 |
| Pension Accrual While on Leave/Furlough..... | 151 |
| Pay Classification | 202 |
| Co-op Letter..... | 152 |
| Index | 206 |
| Airbus Training..... | 154 |
| Retirement from Inactive Status | 155 |
| Mandatory Overtime (Deicing) | 156 |
| Aircraft Storage | 158 |
| Inspectors Bidding Lead Jobs | 159 |
| Bumped after Recall | 160 |
| Machine Shop Test | 161 |
| Seniority Tie Breaker..... | 164 |
| Pay Progression | 165 |
| Probationary Swaps | 166 |
| Airbus Stability Period | 167 |
| Swaps while on Light Duty | 168 |
| SIDA Badge..... | 169 |
| Background Check..... | 171 |
| Back to back Swaps | 172 |
| Wholly Owned Provisions | 174 |
| Affordable Healthcare Act Excise Tax..... | 134 |
| AA Merger Scope and Job Protections..... | 136 |
| AA Merger VEOP..... | 138 |

1 **AGREEMENT**

2
3 **by and between**

4
5 **US Airways, INC.**

6
7 **and the**

8
9 **INTERNATIONAL ASSOCIATION OF**
10 **MACHINISTS AND AEROSPACE WORKERS**

11
12
13
14 **PREAMBLE**

15
16 This Agreement is made and entered into this 18th day of July 2014, in
17 accordance with the provisions of Title II of the Railway Labor Act, as
18 amended, by and between US Airways Inc., the "Company", and the
19 International Association of Machinists and Aerospace Workers, the
20 "Union".

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

ARTICLE 1.
PURPOSE OF AGREEMENT

(A) The purpose of this Agreement is, in the mutual interest of the Company and the employees, to provide for operation of the services of the Company under methods, which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment under conditions of reasonable hours, proper compensation and working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees to cooperate fully for the attainment of these purposes. To further these purposes, the Company or an International Representative of the Union may request a conference at any time to discuss and deal with any general condition that may arise under the application of this Agreement.

(B) No employee covered by this Agreement will be interfered with, restrained, coerced, or discriminated against by the Company, its officers or agents, because of membership in or lawful activity on behalf of the Union.

The Company and the Union recognize the important safety sensitive role of the Quality Assurance Consultants and of the importance of assuring that their duties are accomplished in a fair and unbiased fashion, free from outside interference, pressure or coercion. To that end, the Company and the Union agree that Quality Assurance Consultants covered by this Agreement will not be interfered with, restrained, coerced, or discriminated against by the Company, its officers/agents; the Union, its officers/agents or by fellow employees.

(C) It is understood wherever in this Agreement employees are referred to in the masculine gender, it shall be recognized as referring to both male and female employees.

(D) There shall be no discrimination between employees covered by this Agreement because of race, creed, color, national origin, or gender.

(E) Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect.

1 (F) The Company and the Union agree to comply fully with all
2 applicable Federal and State statutes and regulations prohibiting
3 discrimination with respect to all aspects of employment with the Company.
4 Further, the Company and Union agree that neither shall discriminate
5 against employees covered by this Agreement on the basis of race, color,
6 religion, sex, national origin, age, sexual orientation, disability, membership
7 in a uniformed service, or status as a disabled veteran.
8

ARTICLE 2.
SCOPE OF AGREEMENT

1
2
3
4 (A) The Company recognizes the Union as sole and exclusive
5 bargaining agent for all classes and grades of Mechanical employees of the
6 Company working within the continental limits of the United States and its
7 possessions, including Maintenance Control Technicians (MOC), Senior
8 Quality Assurance Auditors, Quality Assurance Auditors, Senior Technical
9 Documentation Specialists, Technical Documentation Specialists, Senior
10 Planner, Planners, (all classes) Inspectors, Lead Mechanics, Mechanics (all
11 classes), Lead Stock Clerks, Stock Clerks, Lead Utilitymen, and Utilitymen.

12
13 (B) The Company agrees that the following described work, wherever
14 performed, is recognized as coming within the jurisdiction of the
15 International Association of Machinists and Aerospace Workers, and is
16 covered by this Agreement: the making, assembling, erecting, dismantling,
17 and repairing of all machinery, mechanical equipment, engines and motors
18 of all description, including all work involved in dismantling, overhauling,
19 repairing, fabricating, assembling, welding, and erecting all parts of
20 airplanes, airplane engines, avionics equipment, electrical system, heating
21 system, hydraulic system, and machine tool work in connection therewith,
22 including all maintenance, construction and inspection work in and around
23 all shops, hangars, buildings, and including the servicing, cleaning and
24 polishing of airplanes and parts thereof, and the servicing and handling of
25 all ground equipment performed in and about Company shops, Maintenance
26 bases, Aircraft Base Maintenance bases, and Line service stations.

27
28 Base work will be performed in both CLT and PIT. The Company
29 will continue to utilize the PHX hangar facility for aircraft maintenance.

30
31 The Company may continue to perform unscheduled maintenance
32 in any of the following West locations: ATL, CMH and SEA where
33 mechanics are staffed but not on duty. The Company may contract a local
34 maintenance vendor to perform MEL work inclusive of MEL application
35 and clearance in Hawaiian locations.

36
37 All work in the shops/areas as described in Attachment H, page
38 203, may be performed by employees covered by this Agreement or, at the
39 Company's discretion, by vendors.

40
41 In locations other than CLT, PHL, PIT, PHX and LAS ground
42 equipment maintenance may be performed by employees covered by this
43 Agreement or, at the Company's discretion, by vendors. In CLT, PHL, PIT,
44 PHX and LAS Ground support equipment maintenance will continue to be
45 performed by employees under the terms of this Agreement, and the
46 Company will retain the necessary manpower and other resources in these

1 locations in order to perform such maintenance. However, the scope of
2 work to be performed under the terms of this Agreement does not include
3 major overhaul or repair of engines/transmissions or painting of the
4 equipment or any other work for which the Company lacks the equipment,
5 skills or facilities.
6

7 The scope of work for Plant Maintenance in CLT, PHL, PIT and
8 PHX will be determined by the Company. Plant Maintenance at other
9 locations, may be performed by employees covered by this Agreement or, at
10 the Company's discretion, by vendors.
11

12 It is understood that the Company reserves the right to continue to
13 return to the manufacturer or its authorized agent, parts and subassemblies
14 for repair or replacement that cannot be repaired on the property due to lack
15 of equipment or because of warranty. It is understood and agreed that this
16 scope rule and Agreement covers Aviation Service Division type work as
17 discussed in negotiations on February 4 and 5, 1964.
18

19 The duties of aircraft cleaning, lavatory servicing, potable water
20 servicing, receipt and dispatch, ancillary duties associated with receipt and
21 dispatch, aircraft movement, and operation of ground power units may be
22 performed by employees covered by this Agreement and/or other
23 employees and vendors. In the event that a situation should develop
24 whereby the equipment and facility limitations are not available or
25 sufficient to perform such work, the Company will confer with the Union in
26 an effort to reach an understanding with respect to how the problem is to be
27 resolved.
28

29 (C) In the performance of their duties, employees covered by this
30 Agreement shall be governed by Company rules, regulations and orders
31 issued by properly designated authorities of the Company, providing such
32 rules, regulations and orders are not in conflict with the terms and
33 conditions embodied in this Agreement. The Company will, after the
34 signing of this Agreement, cause to be compiled and issued to each present
35 and all new employees the presently applicable conduct rules and
36 regulations, and no such new rules or regulations will be considered
37 effective until copies have been furnished to the Local Committee and
38 conspicuously posted in the working areas at least one (1) week prior to the
39 effective date. In cases where urgent changes are necessary, the Company
40 will notify the Committee and such changes may be posted and become
41 effective immediately thereafter.
42

43 (D) Except for instructing employees and assisting in experimental
44 work, supervisory personnel will perform no work that is covered by this
45 Agreement. Management employees may assign and/or direct the work of
46 covered employees where Leads are not readily available.
47

1
2 Supervisory personnel in Maintenance Control may perform
3 Maintenance Control Technician work when required to meet the needs of
4 service when Maintenance Control Technicians are not immediately
5 available to perform such duties.
6

7 Supervisory personnel may perform Quality Assurance work when
8 required to meet the needs of service when Quality Assurance Consultants
9 are not immediately available to perform such duties or to evaluate the
10 initial scope and details of a non-conformance issue or as needed for urgent
11 or sensitive high-level events.
12

13 Supervisory personnel may perform Planner / Technical
14 Documentation work when required to meet the needs of service when
15 Planner / Technical Documentation Specialists are not immediately
16 available to perform such duties.
17

18 **(E)** It is recognized that the types of maintenance audits being
19 conducted by Quality Assurance Consultants as of January 31, 2002 will
20 continue to be accomplished by Quality Assurance Consultants. It is also
21 recognized that the types of audits being conducted by other Company
22 employees and/or other organizations as of January 31, 2002 may continue
23 to be accomplished by other Company employees and/or organizations.

ARTICLE 3.
STATUS OF AGREEMENT

1
2
3
4 (A) It is expressly understood and agreed that when this Agreement is
5 accepted by the parties and signed by their authorized representatives, it
6 will supersede any and all Agreements existing or previously executed
7 between the Company and any Union or individual affecting the crafts or
8 classes of employees covered by this Agreement.
9

10 (B) It is understood and agreed that this Agreement will be binding
11 upon any successors to the present Corporation insofar as it is legally
12 possible. In the event this is not legally possible, the Company and the
13 Union will meet prior to any change and negotiate all possible protection
14 for the employees.
15

16 (C) It is understood and agreed that the Company will not lock out any
17 employees covered hereby, and the Union will not authorize or take part in
18 any strikes, sit downs, slowdowns, or picketing of Company premises
19 during the life of this Agreement until the procedures for settling disputes as
20 provided herein and provided by the Railway Labor Act, as amended, have
21 been exhausted. The Company will not require the employees to cross
22 picket lines of the Company's employees legally established under
23 contractual provisions and the Railway Labor Act on or in front of the
24 premises. The individual or concerted refusal to pass such picket lines shall
25 not constitute grounds for discipline, discharge, lay-off, or be considered a
26 violation of this Agreement.
27

28 (D) The Company shall not perform "Struck Work" of Wholly Owned
29 Carriers. "Struck Work" is Mechanic and Related work traditionally and
30 regularly performed by a Wholly Owned Carrier where and during the
31 period the mechanic and related employees of that Wholly Owned Carrier
32 are engaged in a lawful strike, and where the Company has not previously
33 performed the work in question. There shall be no prohibition against a
34 concerted refusal of employees of the Company to perform "Struck Work".
35 Moreover, the Company will not hire employees of Wholly Owned Carriers
36 to perform Mechanic and Related work at the Company during a period
37 when the Company's Mechanic and Related employees are engaged in a
38 lawful strike.
39

40 (E) The Agreement shall be binding upon the Company and any
41 Successor, defined as a purchaser, assignee or transferee of all or
42 substantially all of the assets or stock of the Company or US Airways
43 Group. Neither the Company nor US Airways Group shall enter into an
44 agreement with a Successor which creates a Successor Transaction unless
45 the Successor agrees, in writing, as a prior condition of the Successorship
46 Transaction, to cause the Company and US Airways Group to continue to
47 be bound by the Agreement, as it may be amended pursuant to the

1 provisions of applicable law, and to cause any operating airline which
2 obtains the assets of the Company to honor and be bound by the Agreement
3 as it may be amended pursuant to the provisions of applicable law.
4

5 If a Successor is an air carrier, and the Successor conducts an
6 operational merger between the Company and the Successor or another air
7 carrier, then the Successor will provide the Company employees with a
8 seniority integration governed by Sections 2, 3 and 13 of the Allegheny-
9 Mohawk Labor Protective Provision.

1 **ARTICLE 4.**
2 **CLASSIFICATION AND WORK REQUIREMENTS**
3

4 (A) Maintenance Control Technician
5

6 The work of a Maintenance Control Technician shall consist of any
7 and all work generally recognized as Maintenance Control Technician's
8 work in or about the maintenance control area. The Maintenance Control
9 Technician provides the central point of contact to coordinate aircraft
10 maintenance for all locations and supports the minute-to-minute operation
11 of the fleet to which he is assigned. He surveys and analyzes mechanical
12 and operational performance of assigned fleet(s) or system(s). He provides
13 technical evaluation and recommendations for resolution of maintenance
14 problems including but not limited to: oversight and coordination;
15 communication with employees and/or vendors both inside and outside the
16 Company.
17

18 The work of a Maintenance Control Technician includes but is not
19 limited to: providing technical support for assigned fleet for Dispatcher,
20 Pilots, Mechanics, and other personnel as required; administering the
21 MEL/CDL process in accordance with the current Maintenance Policies &
22 Procedures (MPP); coordinating parts and tooling movement and manpower
23 requirements for field trips to US Airways non-maintenance stations:
24 reviewing open non-routine maintenance items on assigned fleet(s) or
25 system(s); assisting and researching and developing a plan to resolve
26 chronic aircraft faults; monitoring the ALERT, ACMS, AMA, and any
27 future on wing monitoring system and writing maintenance technical
28 service items (MTSIs); following up to ensure the effectiveness of
29 corrective action to chronic faults; maintaining a current list of aircraft
30 status (ETR) and communicating ETR and MEL information to OCC
31 Planning Unit; requesting and remotely directing the work of contract
32 maintenance personnel in non-maintenance stations in accordance with the
33 MPP; updating delay information and DDE entries for non-maintenance
34 stations; making part serviceability determinations for units entered in the
35 SOS system; identifying chronic/rogue components and passing this
36 information to the Reliability Department; alerting the MOC Duty Manager
37 or MOC Manager when mechanical problems arise which adversely affect
38 systems operations; reviewing previous day's mechanical interruptions and
39 following up to ensure a positive final corrective action; providing the point
40 of contact for Engineering Authorization requests by Production in
41 accordance with the MPP and performing any other MOC duties as
42 assigned. Maintaining and controlling CAT II/III aircraft certification and
43 ensuring aircraft remain in compliance. Maintaining the ETOPS Program
44 and ensuring aircraft remain in compliance. Maintaining the compass card
45 records.
46
47

1 In addition to the work described, it is the primary responsibility of
2 the Maintenance Control Technician assigned to the Field Technical Service
3 bid area to make necessary field service trips to resolve chronic aircraft
4 faults. Additionally other qualified Maintenance Control Technicians may
5 be assigned to make field service trips provided the technician can be
6 returned to his base by the end of his regular shift. Additionally, where
7 directed by the Company, Maintenance Control Technicians may be
8 assigned work associated with developing and writing MELs.

9
10 **(B) Inspector**

11
12 The work of an Inspector will consist of the overhaul inspection of
13 aircraft (including power plant) in connection with major repairs and
14 overhauls at those points on the Company's system where such work is
15 performed.

16
17 The work of an Inspector shall also include all inspection of
18 materials, parts and subassemblies as necessary. Inspectors will be selected
19 in accordance with the seniority provisions of this Agreement from the
20 Mechanic or higher classification and will not supervise or direct the
21 working force. Inspectors must be capable of performing inspection work in
22 a satisfactory manner and must hold valid certificates as required by Federal
23 law to fulfill their duties.

24
25 It is understood and agreed that the formulation and distribution
26 of work cards by Planners to Inspectors will not be considered a violation of
27 this paragraph, provided such work is confined to the Maintenance Check
28 and Aircraft Base Maintenance.

29
30 **(C) Lead Mechanic**

31
32 The work of a Lead Mechanic shall be the same as that of a
33 Mechanic and, in addition, he shall be the employee who assigns, directs
34 and approves the work of Mechanics. In addition, he may be required to
35 assign and direct the work of Utilitymen when there is an insufficient
36 number of Utilitymen on duty to justify a Lead Utilityman. Lead Mechanics
37 may be required to sign for their own work and the work of others in their
38 group provided, however, that such signing shall not relieve any other
39 member of his group from responsibility for the work he performed or from
40 being required to sign appropriate work records. Lead Mechanics will be
41 responsible for the completion of paper work and reports in connection with
42 their normally assigned duties.

43
44 A Lead Mechanic in Base Maintenance and Shops shall be
45 maintained on duty when three (3) or more Mechanics are on duty on a shift
46 in a shop, department, hangar, or facility. In no case will a Lead Mechanic's

1 group in Base Maintenance and Shops consist of more than twelve (12)
2 employees. In the Line Maintenance areas a Lead will be required when
3 there are four (4) or more employees on duty on a shift in a shop,
4 department, hangar, or facility. In no case will a Lead Mechanic's group in
5 Line Maintenance consist of more than eighteen (18) employees.

6
7 Lead Mechanics must hold valid Federal licenses as required by
8 Federal law to fulfill their duties. The formulation and distribution of work
9 cards by Planners to Mechanics will not be considered a violation of this
10 paragraph, provided such work is confined to the Maintenance Check and
11 Aircraft Base Maintenance. A Lead Mechanic charged by the FAA with a
12 violation(s) of FAR's, on the basis of work that the Company verifies is
13 signed off but not performed by the Lead Mechanic, then, upon request, the
14 Company will provide assistance, including legal assistance if necessary, to
15 the Lead Mechanic for the defense of the violation(s) and be responsible for
16 the payment of any fine imposed on the Lead Mechanic; provided that the
17 Company believes that the charges are unjustified and that the Lead
18 Mechanic should not be fined. The Company will consult with the District
19 Lodge Flight Safety Representative concerning this matter, upon the request
20 of the Union.

21
22 **(D)** Mechanic

23
24 The work of a Mechanic may consist of any and all work generally
25 recognized as Mechanic's work performed on or about an aircraft, including
26 the servicing of the aircraft in or about shops, Maintenance bases, Company
27 buildings or equipment wherever located, including, but not limited to,
28 mechanical work involved in the dismantling, overhauling, repairing,
29 fabricating, assembling, welding, and erecting all parts of airplanes, airplane
30 engines, avionics equipment, instruments, electrical systems, heating
31 systems, hydraulic systems, automotive equipment, and machine tool work
32 in connection therewith, including all general building maintenance and
33 construction work.

34
35 A Mechanic will be responsible for the completion of paper work
36 and reports in connection with his normal assigned duties.

37
38 The Company may require bidders for Mechanic vacancies in Line
39 Maintenance to possess aircraft and engine licenses and/or a general radio
40 telephone operator's license.

41
42 Line Avionics Maintenance personnel may be assigned to assist
43 with other mechanical related work as required to meet the needs of the
44 service at Line and Line Maintenance "C" Check stations.

1 (E) Interior Mechanic

2
3 The work of an Interior Mechanic shall primarily include, but not
4 limited to, recovering, replacing and refurbishing of aircraft interiors
5 (including, but not limited to seats, carpets, windscreens and sidewalls).
6 When no Lead Interior Mechanic is required, Interior Mechanics will be
7 assigned to a Lead Mechanic on the same shift, provided that the Lead
8 Mechanic's ratio is not exceeded.

9
10 (F) Senior Quality Assurance Consultants

11
12 The work of a Senior Quality Assurance Consultant shall be the same as
13 that of a Quality Assurance Consultant and may include the following:

- 14
15 1. Support, coordination, assigning and prioritizing the work of other
16 Quality Assurance Consultants.
17
18 2. Training of other Quality Assurance Consultants on current
19 departmental policies, auditing/surveillance and investigation
20 principles and techniques and regulatory requirements. Assessing
21 the proficiency of the trainee.
22
23 3. Participation in the Departmental Selection Process.
24
25 4. Representing US Airways' interests at industry meetings and/or
26 participating in industry committees.
27

28 (G) Quality Assurance Consultants

29
30 The Quality Assurance Consultant is responsible for compiling objective
31 evidence by conducting interviews, reviewing documentation, observing
32 activities, performing audits, surveillance and investigations to determine
33 whether organizations and/or individuals (management or non-
34 management) are conducting business in accordance with regulations and
35 established policies and procedures. The Quality Assurance Consultant
36 provides direction and recommendations for the resolution of matters of
37 non-conformance through the development of corrective action plans,
38 comprehensive fixes and/or process changes. Based on input from the
39 Quality Assurance Consultant and/or Department's investigation the
40 Company will determine what personnel action is warranted.

41
42 The work of the Quality Assurance Consultant includes, but is not limited to:
43

- 44
45 1. Performing scheduled and unscheduled audits and surveillance
46 of US Airways maintenance operations, maintenance facilities, station fuel
47 facilities, non-maintenance stations, on-call contract maintenance vendors,

1 contract maintenance providers and repair stations, parts distributors and
2 parts suppliers and manufacturers. All aspects of the audit/surveillance
3 process to include report writing, audit response review and acceptance
4 determination, database updating, analysis of the findings, fact based
5 observations and recommendations and formal and informal reporting.
6

7 2. Conducting investigations and surveillance into matters
8 related to non-compliance. All aspects of the investigation/surveillance
9 process to include report writing, comprehensive fix review, database
10 updating, analysis of the findings, fact based observations and
11 recommendations, formal and informal reporting.
12

13 3. Conducting/managing projects as assigned.
14

15 4. Writing/revising manual procedures, audit forms and
16 checklists and work associated with database administration/development as
17 assigned.
18

19 5. Conducting training of other Quality Assurance Consultants as
20 part of the department On the Job Training (OJT) program and assessing the
21 proficiency of the trainee in the course of the OJT program as assigned.
22

23 Additionally, Quality Assurance Consultants may be required to
24 perform duties (for which they are qualified) not described in this paragraph
25 based on the needs of service, provided such work is not in conflict with the
26 scope of work of other Mechanical and Related Personnel.
27

28 **(H) Senior Aircraft Maintenance Planner, Senior Material Controller,**
29 **Senior Material Planner or Senior Technical Documentation Specialist**
30

31 The work of a “Senior” shall be the same as that of the basic classification
32 and may include but is not limited to the following:
33

- 34 1. Support, coordination, assigning and prioritizing the work of other
35 Maintenance Planners or Technical Documentation Specialists
- 36 2. Training of other Maintenance Planners or Technical
37 Documentation Specialists on current departmental policies,
38 procedures, operating systems, regulatory requirements and
39 providing assistance and guidance as needed
- 40 3. Providing input to employees and/or input (verbal and/or written)
41 to management related to their performance
- 42 4. Participation in the Departmental Selection Process (if selected)
- 43 5. Any administrative duties as assigned
44
45
46
47

1 (I) Technical Documentation Specialists

2
3 The work of a Technical Documentation Specialists may consist of:

- 4
5 1. Developing aircraft maintenance/inspection programs in
6 accordance with FAA Airworthiness Directives, approved
7 operations specifications, manufacturers' requirements, and
8 Maintenance Review Board and US Airways PAB instructions
9 2. Preparing and maintaining current and comprehensive indexes of
10 maintenance/inspection programs
11 3. Revising maintenance programs manuals and job procedure cards
12 to comply with documents and revision request policies set forth in
13 the MPP
14 4. Assisting and training new specialists and continued On- the-Job
15 Training as necessary
16 5. Participation in the Departmental Selection Process (if selected)
17 6. Other work within the department as directed
18

19 (J) Aircraft Maintenance Planners

20
21 The work of an Aircraft Maintenance Planner may consist of:

- 22
23 1. Workflow and workload analysis; scheduling of aircraft, engine or
24 shop maintenance
25 2. Coordination, scheduling and assignment of maintenance work
26 releases
27 3. Analysis and scheduling of new and deferred maintenance
28 requirements
29 4. Coordination of activities as required to support the execution of
30 maintenance events and airworthiness directive compliance
31 5. Assisting and training new planners and continued On-the-Job
32 Training as necessary
33 6. Participation in the Departmental Selection Process (if selected)
34 7. Other work within the department as directed
35

36 (K) Material Planner

37
38 The work of a Material Planner may consist of:

- 39
40 1. I.P.C research and new part number setups
41 2. Maintaining expendable, repairable and rotatable inventories
42 3. Maintaining inventory investment within operating goals
43 4. Managing scrap units
44 5. Provisioning and managing material requirements for Aircraft and
45 Component modification programs
46 6. Assisting and training new planners and continued On- the-Job
47 Training as necessary

7. Participation in the Departmental Selection Process (if selected)
8. Other work within the department as directed

(L) Material Controller

The work of a Material Controller may consist of:

1. Controlling and tracking rotatable, repairable and/or AOG material movement
2. Maintaining records on commitments, allocations and tracking of line station replenishment of rotatable components and the shipment of line maintenance materials
3. Maintaining paperwork and control records of borrowed and/or loaned and/or robbed parts and/or equipment
4. Providing material support for all daily base and line maintenance operations
5. Assisting and training new controllers and continued On- the-Job Training as necessary
6. Contacting vendors and purchasing parts after normal business hours and on weekends
7. Participation in the Departmental Selection Process (if selected)
8. Other work within the department as directed

(M) Lead Stock Clerk

The work of a Lead Stock Clerk shall be the same as that of a Stock Clerk, and, in addition, he shall be the employee who assigns, directs and approves the work of Stock Clerks. On each shift where three (3) or more Stock Clerks are on duty, at least one (1) of them shall be a Lead Stock Clerk. The working group assigned to a Lead Stock Clerk shall consist of not more than eighteen (18) Stock Clerks. A minimum of six (6) Lead Stock Clerks shall be maintained.

(N) Stock Clerk

The work of a Stock Clerk shall consist of storeroom work, including receiving, shipping, checking, inspecting, issuing, inventorying, storing, and warehousing of supplies, equipment and materials, the operation of stores equipment, the preparation and maintenance of required records and reports, and other storeroom work, and to include the inventory portion of the field audit at all Maintenance locations. AOG parts may be transported by Stock Clerks or, at the discretion of the Company, by vendors or other employees of the Company not covered by this Agreement.

The Company will reimburse an employee for any co-pay required to obtain a required DOT physical up to the maximum co-pay required

1 under the Company's health care benefits for such physical. (Required
2 every 2 years)
3

4 **(O)** Lead Utilityman
5

6 The work of a Lead Utilityman shall be the same as that of a
7 Utilityman and, in addition, he shall be the employee who assigns, directs and
8 approves the work of Utilitymen. On each shift where three (3) or more
9 Utilitymen are on duty, at least one (1) of them shall be a Lead Utilityman.
10 The working group assigned to a Lead Utilityman shall consist of not more
11 than eighteen (18) Utilitymen. A Lead Utilityman will not be required
12 where there are three (3) Utilitymen on duty for one (1) shift during a week
13 as a result of days off rotation. When no Lead Utilityman is required,
14 Utilitymen will be assigned to a Lead Mechanic on the same shift, shop and
15 department, provided that the Lead Mechanic's ratio is not exceeded. A
16 Lead Utilityman will be responsible for the completion of paper work and
17 reports in connection with his normally assigned duties. The formulation
18 and distribution of work cards by Planners to Utilitymen will not be
19 considered a violation of this paragraph, provided such work is confined to
20 the Maintenance Check and Aircraft Base Maintenance.
21

22 **(P)** Utilityman
23

24 The work of a Utilityman may include cleaning, washing, and
25 polishing the interior and exterior of airplanes, airplane parts, ramp
26 equipment, hangars, shops, locker rooms, and washrooms. Utilitymen may
27 also be required to perform cabin service such as placing and arranging in
28 aircraft, magazines, newspapers, flight kits, and other passenger
29 conveniences. Utilitymen will continue to perform base maintenance utility
30 work. All other utility work and all associated duties may be performed by
31 vendors or other Company employees. Utilitymen shall not be permitted to
32 perform Mechanic's work of any class.
33

34 **(Q)** If the number of Leads on a shift, within a bid area, exceeds the
35 number required, the senior Lead on duty will be utilized as the Lead and
36 the junior Lead on duty may be assigned to work in the Basic Classification
37 as part of the crew.
38

39 **(R)** Any employee may be assigned to driving Company equipment
40 without a reduction in pay. However, the minimum hourly rate for truck
41 driving shall be five cents (\$.05) per hour above the highest Utilityman's
42 rate and for a period of not less than four (4) hours, except when so
43 assigned for less than one (1) hour.
44

45 **(S)** Employees may be assigned other work for which they are
46 qualified (e.g. mechanics performing DQC). Employees may be required to
47 perform duties in lower classifications (lavatory and airsickness excluded)

1 without a reduction in pay rate.

2
3 (T) Employees not covered by this Agreement may perform receipt
4 and dispatch duties including ancillary duties associated with receipt and
5 dispatch in any location.

6
7 (U) Deicing may be performed by vendors or other employees of the
8 Company.

ARTICLE 5.
HOURS OF SERVICE

Inspector / Mechanic / Stock Clerk / Utility

(A) The standard workday (shift) shall be eight-and-one-half (8 1/2) consecutive hours, inclusive of a one-half (1/2) hour unpaid meal period. No employee will be required to keep more than one (1) time card during a shift.

Where the Company determines the use of ten (10) hour or greater shifts is productive work, such shifts may be implemented in any location or bid area within a location where the Company and the Union mutually agree. The Company may at its sole discretion, discontinue the use of shifts more than eight and one-half (8 1/2) hours in any location or bid area within a location, with a sixty (60) day posted notice to the membership.

Where four (4) day weeks are utilized:

Ten and one-half (10 1/2) consecutive hours, inclusive of an unpaid meal period not to exceed thirty (30) minutes, shall constitute a work day. Forty (40) hours, consisting of four (4) ten and one-half (10 1/2) hour days, midnight Sunday to midnight Sunday, shall constitute the work week.

Twelve and one-half (12 1/2) hour work day:

Twelve and one-half (12 1/2) consecutive hours, inclusive of an unpaid meal period not to exceed thirty (30) minutes, shall constitute a work day. The employee work schedule will consist of a four (4) day-on, four (4) day-off work schedule, or a three (3) day-on, three (3) day-off work schedule. The work week shall be midnight Sunday to midnight Sunday.

(B) Five (5) consecutive workdays as described above, midnight Sunday to midnight Sunday, shall constitute a standard work week. Employees shall be granted two (2) consecutive days off in each work week or Sunday in one work week and Monday in the following work week.

All employees will be allowed a five (5) minute cleaning up period at the end of each shift, which an employee can use for wash up, and changing clothes.

All employees who are not assigned to the Line at the terminals will be allowed a twelve (12) minute rest period during the first (1st) half of their shift and twelve (12) minute rest period during the last half of their

1 shift for the purpose of relaxation, smoking, etc. Employees who work the
2 Line will be allowed reasonable breaks as time will permit. Employees will
3 be permitted to smoke only in Company designated smoking areas.
4

5 **(C)** Where three (3) standard eight and one-half (8 1/2) hour shifts are
6 employed, the starting time of the first shift will not be earlier than 0600
7 and not later than 0800, the second (2nd) shift will start no earlier than
8 thirty (30) minutes prior to the end of the first (1st) shift and the third (3rd)
9 shift will start no earlier than thirty (30) minutes prior to the end of the
10 second (2nd).
11

12 Start times for shifts greater than the standard shift or in locations
13 where three (3) standard shifts are not employed will be based on the
14 requirements of service in the location.
15

16 **(D)** Where three (3) standard shifts are maintained, the Company may
17 establish additional shifts to meet the needs of service. Any change of more
18 than one (1) hour from an original starting time not accomplished by a
19 realignment or redeployment shall call for a bulletin of all jobs affected, and
20 affected employees may exercise their seniority in accordance with the
21 Agreement.
22

23 Shift starting times shall be either on the hour or on the quarter-
24 hour. In establishing additional shifts at Line Maintenance stations, it shall
25 not operate to cause any reduction of force of an employee who is covered
26 by this Agreement.
27

28 **(E)** The regular starting and stopping time for all shifts and days off
29 will be scheduled and posted at each station or facility, and shall not be
30 changed without five (5) calendar days notice to any employee affected by
31 such change. Where there are Federal or State Daylight Savings laws, the
32 hours may be changed to meet such laws.
33

34 **(F)** No employee will be called to work or be required to report to
35 work for a shift of less than eight (8) hours or pay therefore. Any employee
36 called to work or permitted to come to work when there is temporarily no
37 work due to an Act of God or circumstances over which the Company has
38 no control, shall receive a minimum of four (4) hours pay at the regular
39 hourly rates, unless notified that there will be no work at the close of the
40 last shift he worked, or sixteen (16) hours before the start of his regular
41 work shift, whichever period is shorter.
42

43 **(G)** Employees working a standard shift will be allowed an unpaid
44 meal period not to exceed thirty (30) minutes within the limits of the fourth
45 (4th) and fifth (5th) hours of the shift. Such employees who, because of the
46 needs of the service, are required to take their meal period outside the limits
47 of the fourth (4th) and fifth (5th) hours will be allowed a thirty (30) minute

1 meal period as close to the regular meal period as possible. Every
2 reasonable effort will be made to allow all employees to take their meal
3 period as scheduled. Only those who must take their meal period outside the
4 limits of the fourth (4th) and fifth (5th) hours will be paid an additional
5 thirty (30) minutes at the straight time rate.
6

7 **(H)** Employees working a scheduled shift longer than the standard shift
8 shall be granted an uninterrupted thirty (30) minute unpaid meal period
9 during the middle third of the shift, operation permitting. If the scheduled
10 meal period must be taken outside the middle third of the shift, the
11 employee will be paid an additional thirty (30) minutes at the straight time
12 rate or, operation permitting and at the Company's approval, be released
13 thirty (30) minutes early.
14

15 **(I)** Any employee given a rest period of less than seven and one-half
16 (7 1/2) hours due to shift rotation shall be paid at the overtime rate for the
17 first (1st) shift worked after such rotation.
18

19 **(J)** Employees who work in a location that changes to Daylight
20 Saving's Time will on the date and shift that Daylight Savings Time goes
21 into effect work their regularly scheduled number of hours. Employees who
22 work in a location that changes from Daylight Saving's Time will on the
23 date and shift that Standard Time goes into effect be required to work one
24 hour in addition to their regularly scheduled workday, and will be
25 compensated for the additional hour at the applicable overtime rate. If the
26 Company determines that less than a full crew is required during the last
27 hour of the shift, it may offer employees the opportunity to leave early in
28 classification seniority order.
29

30 **(K)** Not withstanding any other provisions of this agreement,
31 employees in a Lead classification may be scheduled to start their shifts
32 fifteen (15) minutes prior to the normal shift starting times for that location.
33 As the result of this provision leads may be required to lead and direct
34 employees on this shift, and the Lead to Mechanic ratio will not apply
35 during this fifteen (15) minutes.
36

37 **(L)** Maintenance Control Technician (MOC) Classification:
38

39 (1) A standard work day for Maintenance Control
40 Technicians will be eight and-one-half (8 and ½) consecutive hours of
41 service per day, inclusive of breaks and any meal period and exclusive of a
42 shift turnover period.
43

44 Employees may be required to be available during breaks and lunch. Shift
45 turnovers will be accomplished at the end of each scheduled shift as
46 necessary. Once the shift turnover has been completed the off-going
47 employee will be relieved from duty.

1 (2) Maintenance Control Technicians workweek will consist
2 of five (5) work days and two (2) consecutive days off within a workweek.
3 For the purposes of this agreement a workweek will begin at 00:01 Monday
4 and end at 24:00 Sunday. Days off and shifts may be changed by the
5 Company provided at least five (5) days notice is provided except that start
6 times for Field Technical Service may be adjusted according to the needs of
7 service.
8

9 Where the Company determines the use of ten (10) hour or greater
10 shifts is productive work, such shifts may be implemented in any location or
11 bid area within a location where the Company and the Union mutually
12 agree. The Company may at its sole discretion, discontinue the use of shifts
13 more than eight and one-half (8 1/2) hours in any location or bid area within
14 a location, with a sixty (60) day posted notice to the membership.
15

16 Where four (4) day weeks are utilized:
17

18 Ten and one-half (10 1/2) consecutive hours, inclusive of an
19 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
20 day. Forty (40) hours, consisting of four (4) ten and one-half (10 1/2) hour
21 days, midnight Sunday to midnight Sunday, shall constitute the work week.
22

23 Twelve and one-half (12 1/2) hour work day:
24

25 Twelve and one-half (12 1/2) consecutive hours, inclusive of an
26 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
27 day. The employee work schedule will consist of a four (4) day-on, four (4)
28 day-off work schedule, or a three (3) day-on, three (3) day-off work
29 schedule. The work week shall be midnight Sunday to midnight Sunday.
30

31 (3) The Company may establish Relief and Rotating
32 schedules. Adjustments to relief and rotating schedules will be per
33 paragraph B above.
34

35 (4) An annual bid for shifts and days off by bid area will be
36 accomplished prior to the annual vacation selection.
37

38 (5) Maintenance Control Technicians schedules and/or shift
39 start times are established by the Company based on the needs of service.
40 Days off for Field Technical Service are normally Saturday/Sunday
41 however, should the Company require weekend coverage a work schedule
42 including weekend coverage may be created and bid in seniority order
43 among those assigned to the affected Field Technical Service bid area.
44

45 (6) Maintenance Control Technicians assigned to the Field
46 Technical Service bid area will accrue compensatory time or at the
47 employee's option be compensated at the applicable overtime rate for all

1 hours worked in excess of eight and-one-half (8 1/2) hours in a day or forty
2 (40) hours in a workweek, excluding compensatory time and/or overtime.
3 Compensatory time is accrued at the applicable overtime rate. Requests for
4 accrued Compensatory time off will be approved based on the needs of
5 service and may be taken in as little as one-hour increments. The maximum
6 number of compensatory hours to be accrued will be two hundred forty
7 (240). Thereafter, no further accrual will be allowed and the employee will
8 be paid at the applicable rate of pay or be scheduled off with pay until the
9 employee's accrued compensatory time drops below the cap of two hundred
10 forty (240) hours.

11
12 (M) Quality Assurance Classification:

13
14 (1) A standard workday for Quality Assurance Consultants
15 will be eight and-one-half (8 1/2) consecutive hours of service per day,
16 inclusive of breaks and an unpaid meal period.

17
18 (2) Quality Assurance Consultants workweek will consist of
19 five (5) work days and two (2) consecutive days off within a workweek. For
20 the purposes of this agreement a workweek will begin at 00:01 Monday and
21 end at 24:00 Sunday. Days off and shifts may be changed by the Company
22 provided at least five (5) days notice is provided. Less than five (5) days
23 notice may be given in the event of special or unplanned investigations or
24 audits.

25
26 Where the Company determines the use of ten (10) hour or greater
27 shifts is productive work, such shifts may be implemented in any location or
28 bid area within a location where the Company and the Union mutually
29 agree. The Company may at its sole discretion, discontinue the use of shifts
30 more than eight and one-half (8 1/2) hours in any location or bid area within
31 a location, with a sixty (60) day posted notice to the membership.

32
33 Where four (4) day weeks are utilized:

34
35 Ten and one-half (10 1/2) consecutive hours, inclusive of an
36 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
37 day. Forty (40) hours, consisting of four (4) ten and one-half (10 1/2) hour
38 days, midnight Sunday to midnight Sunday, shall constitute the work week.

39
40 Twelve and one-half (12 1/2) hour work day:

41
42 Twelve and one-half (12 1/2) consecutive hours, inclusive of an
43 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
44 day. The employee work schedule will consist of a four (4) day-on, four (4)
45 day-off work schedule, or a three (3) day-on, three (3) day-off work
46 schedule. The work week shall be midnight Sunday to midnight Sunday.

1 (3) The Company may establish Relief and Rotating
2 schedules. Adjustments to relief and rotating schedules will be per
3 paragraph (M) 2.
4

5 (4) Should the Company establish additional shifts and/or
6 days off then at a minimum, an annual bid for shifts and days off by bid
7 area will be accomplished prior to the annual vacation selection.
8

9 (5) Quality Assurance Consultant schedules and/or shift start
10 times are established by the Company based on the needs of service.
11 However, with Company approval, Quality Assurance Consultants may
12 start their workday up to two-and-one-half (2 1/2) hours prior to the
13 established shift start time on the hour or half hour based on needs of
14 service. Such start time adjustments will be approved annually by bid area
15 prior to the vacation selection process and remain in effect unless change is
16 required based on the needs of service.
17

18 (6) Any employee reporting to work when there is
19 temporarily no work due to an Act of God or circumstances over which the
20 Company has no control, shall receive a minimum of four (4) hours pay at
21 the regular hourly rates, unless notified that there will be no work at the
22 close of the last shift he worked, or sixteen (16) hours before the start of his
23 regular work shift, whichever period is shorter.
24

25 (N) Planner / Technical Documentation Specialists classifications:
26

27 (1) A standard work day for Maintenance Planner/Technical
28 Documentation Specialists will be eight-and-one-half (8 1/2) consecutive
29 hours of service per day, inclusive of breaks and inclusive of a thirty (30)
30 minute unpaid meal period.
31

32 (2) Maintenance Planner/Technical Documentation
33 Specialists workweek will consist of five (5) work days and two (2)
34 consecutive days off within a workweek. For the purposes of this agreement
35 a workweek will begin at 00:01 Monday and end at 24:00 Sunday. Days off
36 and shifts may be changed by the Company provided at least five (5) days
37 notice is provided.
38

39 Where the Company determines the use of ten (10) hour or greater
40 shifts is productive work, such shifts may be implemented in any location or
41 bid area within a location where the Company and the Union mutually
42 agree. The Company may at its sole discretion, discontinue the use of shifts
43 more than eight and one-half (8 1/2) hours in any location or bid area within
44 a location, with a sixty (60) day posted notice to the membership.
45

46 Where four (4) day weeks are utilized:
47

1 Ten and one-half (10 1/2) consecutive hours, inclusive of an
2 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
3 day. Forty (40) hours, consisting of four (4) ten and one-half (10 1/2) hour
4 days, midnight Sunday to midnight Sunday, shall constitute the work week.
5

6 Twelve and one-half (12 1/2) hour work day:
7

8 Twelve and one-half (12 1/2) consecutive hours, inclusive of an
9 unpaid meal period not to exceed thirty (30) minutes, shall constitute a work
10 day. The employee work schedule will consist of a four (4) day-on, four (4)
11 day-off work schedule, or a three (3) day-on, three (3) day-off work
12 schedule. The work week shall be midnight Sunday to midnight Sunday.
13

14 (3) The Company may establish Relief and Rotating
15 schedules. Adjustments to relief and rotating schedules will be per
16 paragraph (N) 2.
17

18 (4) At a minimum, an annual bid for shifts and days off by
19 bid area will be accomplished prior to the annual vacation selection.
20

21 (5) Maintenance Planner/Technical Documentation
22 Specialists schedules and/or shift start times are established by the
23 Company based on the needs of service.
24

25 (6) Work assignments within a bid area may be established
26 by the Company based on the needs of service.
27

28 (7) Qualified employees may be cross-utilized between bid
29 areas listed in Article 9 paragraph (I) and subject to the provisions of Article
30 9 paragraph (M) of the CBA.
31

32 (8) Any employee reporting to work when there is
33 temporarily no work due to an Act of God or circumstances over which the
34 Company has no control, shall receive a minimum of four (4) hours pay at
35 the regular hourly rates, unless notified that there will be no work at the
36 close of the last shift he worked, or sixteen (16) hours before the start of his
37 regular work shift, whichever period is shorter.
38
39

ARTICLE 6.
OVERTIME AND HOLIDAYS

(A) The rate of time-and-one-half (1 1/2 x), computed on an actual minute basis and, shall be paid on hourly rates of pay only as follows:

1. For all work performed either in advance of or after regularly scheduled hours.
2. For all hours worked on the sixth (6th) day worked if the employee is regularly scheduled to work five (5) days a week.
3. For all hours worked on the fifth (5th) day worked if the employee is regularly scheduled to work four (4) days a week.

(B) The rate of double-time (2 x) shall be paid as follows:

1. For all paid hours worked on the second (2nd) regularly scheduled day off, provided the employee worked overtime hours on the first (1st) regularly scheduled day off, if the employee is regularly scheduled to work five (5) days a week; and
2. For all hours worked on the second (2nd) and third (3rd) regularly scheduled day off, provided the employee worked overtime hours on the first (1st) regularly scheduled day off, if the employee is regularly scheduled to work four (4) days a week.

(C) Employees who change shifts or days off due to re-bids, realignments, redeployments or bidding on another job shall not be paid overtime as a result of such change. However, an employee shall be paid overtime when his shift, or days off are changed by the Company and the work week provisions are thereby violated.

Example: Employees that do not have the seniority to remain on their shift during a re-bid realignment, redeployment, or who are bumped or abolished and therefore required to bid to a different shift will be paid at the overtime rate if the work week provisions are violated.

For overtime purposes, the twenty-four (24) hour period shall begin with the starting time of the employee's regularly assigned shift.

1 (D) Employees will observe the following holidays each year on the
2 dates established by Federal law, and the holiday pay will be equal to the
3 number of regularly scheduled hours: New Year's Day, Martin Luther King
4 Day, Presidents Day, Memorial Day, Independence Day, Labor Day,
5 Columbus Day, Thanksgiving Day, the day after Thanksgiving, and
6 Christmas Day. The actual day on which the holiday falls will be observed
7 as the holiday.
8

9 If a holiday falls on an employee's day off, that employee will be
10 paid in accordance with the first (1st) sentence of paragraph (E).
11

12 The Company shall give at least five (5) days notice of any
13 reduction in the required complement on any of the foregoing holidays.
14

15 When a full scheduled crew is not required to work on a holiday,
16 employees will be offered the holiday off on the basis of time under the
17 Agreement, seniority by classification, shift, and department until the
18 reduced complement is achieved. Once the reduced complement is achieved
19 and the Company finds it necessary to increase the complement, those
20 employees in the bid area who were not afforded an opportunity to work by
21 reason of such reduction will be asked to work first in order of time under
22 the Agreement, seniority by classification, shift and department prior to
23 utilizing the overtime list.
24

25 In addition to the eight (8) hours pay for the holiday, employees
26 who are scheduled to work on a holiday shall be paid at the rate of straight
27 time for the first eight (8) paid hours worked.
28

29 In order to be paid for holidays that fall during the month, non-
30 active employees must have been in an active pay status for ten (10) or
31 more work days in a month if regularly scheduled to work five (5) days a
32 week, or eight (8) or more work days in a month if regularly scheduled to
33 work four (4) days a week. Employees receiving Severance Allowance do
34 not accrue sick leave.
35

36 For pay purposes the twenty-four (24) hour holiday period shall
37 begin with the starting time of the employee's regularly assigned shift.
38

39 (E) 1. An employee who is required to work (scheduled to work) may,
40 at his option and upon notification to his supervisor, elect to work at the
41 straight time rate on these holidays and receive one (1) compensatory day
42 off at his regular straight time rate for each day worked. Such time will be
43 taken by mutual agreement between the employee and his supervisor.
44

45 2. Employees not scheduled to work or scheduled to work but
46 not required to work on the above mentioned holidays, will be compensated
47 for the day equal to the number of regularly scheduled hours at their regular

1 straight time rate and shall receive no additional time off, or may at their
2 option, receive one (1) compensatory day off at their regular straight time
3 rate. Such time off will be taken by mutual agreement between the
4 employee and his supervisor.
5

6 3. Any employee wishing to use a compensatory day must
7 provide the Company with no less than five (5) days and no more than
8 fourteen (14) days written notice. The granting of a compensatory day will
9 be made no more than seven (7) days nor less than five (5) days before the
10 day requested. When more than one employee requests a compensatory day,
11 seniority under the Agreement will govern. Once granted, senior employees
12 will not be permitted to take compensatory days already awarded to a junior
13 employee. If an employee gives less than the minimum required five (5) day
14 notice, the Company may, at its sole option, grant the compensatory day
15 request.
16

17 4. The maximum number of compensatory time to be accrued
18 will be ten (10) days. Thereafter, no further accrual will be allowed and the
19 employee will be paid at the applicable rate of pay for the holiday.
20

21 5. The priority for the granting of compensatory time off will be
22 as follows: Day-at-a-Time (DAT) vacation then compensatory day off.
23

24 **Overtime distribution for Maintenance Control Technicians,**
25 **Inspectors, Mechanics, Stock Clerks, Utilitymen.**
26

27 (F) Overtime shall be distributed as equally as possible among all
28 qualified employees of a shop or shift where overtime is required.
29 Appropriate charts shall be maintained on the bulletin board in each shop.
30 In order to assure a more equal distribution of all overtime among
31 employees, the overtime rules as agreed upon shall be used.
32

33 Management may maintain employee qualification lists in each
34 bid area based on training records and/or work experience. The qualification
35 lists shall be accessible to employees and will be kept current to reflect each
36 employee's qualifications for overtime and field service. Qualification
37 training will be provided by the Company through on the job training (OJT)
38 subject to the availability of the work, by classification seniority, on the
39 shift, within the bid area, to employees who request it.
40

41 When classroom training is required, the Company will advise
42 employees who request classroom training (applicable to their bid area) of
43 the earliest reasonable date their training is scheduled to begin. All
44 provisions of Article 17, paragraph (J) will apply.
45

46 1. IAMAW shop stewards will keep overtime distribution charts
47 by crews, departments, shops, or stations as may be agreed to locally

1 between the Local Committee and management. Names will be listed in
2 order of time under the Agreement and the lists will be kept posted on the
3 bulletin board.
4

5 2. The supervisor who authorizes the overtime will contact the
6 respective shop stewards and advise him of the job to be performed, any
7 qualifications required, the approximate duration of the job, and the number
8 of employees required. In the absence of the shop steward, another member
9 of the crew, shall act as the shop steward for overtime arrangements.
10

11 3. Where an employee is called for overtime for a specific job,
12 and for unforeseen reasons beyond Maintenance management's control the
13 work no longer exists, the employee will be given the option to remain for
14 the period of the overtime call to perform other work or to go home and
15 receive four (4) hours recall pay at the applicable overtime rate (per
16 paragraph (I)) or hours worked, whichever is greater. If the employee elects
17 to work, another employee will not be entitled to claim an overtime bypass.
18

19 4. The Company will provide to the shop steward an accurate
20 attendance list for use in calling overtime. On the OM-87 form, the shop
21 steward will furnish the supervisor with the names of the eligible men who
22 are lowest on overtime. The supervisor will initial the list of accepted names
23 and rejected names in duplicate. Those disqualified by the supervisor will
24 not be contacted. However, any such employees may file a grievance if they
25 feel that an error has been made. No employee shall have a grievance
26 against the Company if he is bypassed by the shop steward or if the shop
27 steward errs in his report.
28

29 5. The shop steward will, by Company telephone, contact the
30 employee(s) lowest on overtime (who have been approved) to procure
31 acceptance, non-acceptance, or no contact. The supervisor may contact
32 employees for overtime when it is impractical for the shop steward to do so.
33 Any employee bypassed by the supervisor may file a grievance.
34

35 6. An employee who cannot be contacted for overtime will be
36 charged for the amount of overtime being offered. An employee who
37 declines overtime or an employee who fails to list his telephone number on
38 the overtime list will be charged for the overtime he could have worked at
39 his overtime rate. An employee who works overtime will be charged on a
40 converted basis for the number of hours worked. Example: four (4) hours at
41 time and one-half (1 1/2 x) will be charged six (6) hours. An employee who
42 accepts overtime and only works part of the assignment will be charged the
43 full amount offered. Employees not contacted during a one (1) hour period
44 from the beginning or end of their shift will not be charged.
45

46 Employees on an authorized absence will remain status quo for a
47 period of thirty (30) work days. Upon their return to work from absences

1 greater than thirty (30) work days they shall receive the average overtime of
2 the employees on the overtime list or their actual overtime, whichever is
3 higher. Employees returning to positions covered under this Agreement will
4 receive the average of the crew or their actual overtime, whichever is
5 greater, plus all overtime worked outside the Agreement. Employees on
6 authorized absences will not be eligible for overtime until they return to
7 work on a regular shift. Authorized absences include: vacation,
8 bereavement leave, sick leave, medical leave, educational leave,
9 compensatory day off, injury leave, jury duty, formal classroom training,
10 personal leave and authorized Company or Union business. An authorized
11 absence will begin at the end of the employee's last regular shift prior to the
12 authorized absence. An employee may be asked to work overtime in
13 conjunction with his last shift preceding his days off, prior to his vacation.
14 If the overtime is worked, the employee will be charged. A refusal will not
15 be charged. An employee reporting off sick for a regularly scheduled shift
16 will be ineligible for overtime from the beginning of his absence until he
17 returns to work on his next regularly scheduled shift. The Company will
18 give as much notice as possible of contemplated overtime, but for charge
19 purposes, no minimum notice is required.
20

21 7. If the overtime is for a period of less than three (3) hours and it
22 is near the end of a shift before it can be determined that overtime is
23 necessary, the shop steward may bypass the lowest man if he is off duty and
24 offer the overtime to the employee working the job or if he refuses, the next
25 lowest respective classification employee just getting off duty shall be
26 asked and so on.
27

28 8. Overtime on any job may be assigned to any department by the
29 Company.
30

31 9. When overtime arises in a shop during Saturday or Sunday, or
32 after the shop has gone off duty, the shop steward or in his absence, another
33 member of the crew in maintenance, on duty, shall handle overtime matters,
34 which arise.
35

36 10. Employees transferring to a different crew, department or
37 station shall receive the average overtime credit for the list being used.
38

39 11. Names of new employees will be placed on the proper
40 overtime list at the end of their probationary period and they shall receive
41 the average overtime credit of the list.
42

43 12. Employees who transfer temporarily to a different crew or
44 department for ten (10) hours or less shall remain on their regular overtime
45 list and employees who transfer temporarily to a different crew or
46 department for more than ten (10) hours shall receive the average overtime
47 credit of that list and shall remain on that list until they return to their

1 regular crew or department. Upon return to their regular crew or
2 department, they shall receive the overtime total they had when they left,
3 plus any overtime charged to the employees while transferred.
4

5 13. Employees called at home for a field trip that cannot be
6 contacted will be charged for the overtime rate of their regularly scheduled
7 hours. Employees who decline a field trip will be charged for the overtime
8 at their overtime rate. This rule will not apply where there is less than two
9 (2) hours notice of the field trip.

10
11 14. Employees who decline overtime shall be charged at their
12 applicable rate with the amount of overtime offered unless the requirement
13 for such overtime no longer exists.
14

15 15. Employees accepting and working an overtime call of four (4)
16 hours or more may be asked to extend and work additional overtime. If an
17 employee declines an extension of overtime, he shall not be charged with a
18 refusal.
19

20 16. If an employee has worked sixteen (16) consecutive hours or
21 more (exclusive of unpaid meal periods) at his Base station, the Company
22 reserves the right to disqualify him from working any additional overtime
23 for a period of seven (7) hours. At the end of the seven (7) hour rest period
24 he will again be governed by the overtime rules. Any employee working
25 more than sixteen (16) consecutive hours (exclusive of unpaid meal
26 periods) will be charged for all overtime hours worked. Any employee
27 refusing to work more than sixteen (16) consecutive hours (exclusive of
28 meal periods) will not be charged for such refusal.
29

30 If an employee has worked sixteen (16) consecutive hours or more
31 (exclusive of unpaid meal periods) on a field trip, the Company reserves the
32 right to disqualify him from working any additional overtime for a period
33 of eight (8) hours. At the end of the eight (8) hour rest period he will again
34 be governed by the overtime rules. Any employee working more than
35 sixteen (16) consecutive hours (exclusive of unpaid meal periods) will be
36 charged for all overtime hours worked. Any employee refusing to work
37 more than sixteen (16) consecutive hours (exclusive of meal periods) will
38 not be charged for such refusal.
39

40 17. For field trips, the Company may assign either Mechanics or
41 Lead Mechanics provided, however, if four (4) Mechanics are sent, one (1)
42 must be a Lead Mechanic unless the field trip is required at a station where
43 Lead Mechanics are on duty, in which case a Lead Mechanic need not be
44 sent if the normal Lead Mechanic to Mechanic ratio will not be exceeded at
45 that station.

1 18. An Inspector or DQC will be dispatched when field service is
2 dispatched from a station and when that field service requires inspection
3 work and no inspector or DQC is staffed at the field service station.
4

5 Note: Inspectors or DQC may be dispatched from any inspection
6 station.
7

8 19. The Company may dispatch the eligible on-duty employee,
9 low on the overtime list, for field service when such field service involves
10 transportation by common carrier and the scheduled departure is within two
11 (2) hours for domestic and three (3) hours for travel outside the contiguous
12 48 states from the time it is determined that the field service is necessary.
13 The overtime list will be called for field service when air taxi or ground
14 transportation is used for travel and overtime is anticipated.
15

16 20. When a crew is dispatched for field service and the conditions
17 of a field service trip change, e.g., job requirements or additional work,
18 employees who have accepted the trip and agree to the work under the
19 changed conditions, may be utilized.
20

21 21. In the event sufficient personnel are not available to meet the
22 overtime requirements, qualified personnel from another section, shift or
23 shop shall be requested to work overtime.
24

25 These rules may be revised when necessary provided mutual
26 agreement is reached between management and the Local Committee with a
27 copy to and subject to the approval of the District Representative and the
28 Director of Labor Relations.

29 **(G)** No Inspector, Lead/Mechanic, Lead/Stock Clerk, or Lead/Utility
30 employee will be expected to work overtime against his wishes except for
31 deicing purposes only, when all eligible and qualified employees on duty
32 within the bid area have declined the overtime extension. In such cases, the
33 junior employees just getting off duty, within the bid area, may be required
34 to work up to three (3) hours of overtime or until sufficient employees
35 arrive, whichever is earlier. This provision does not apply to anyone who
36 has worked sixteen (16) or more consecutive hours (exclusive of meal
37 periods) at the time of the extension.
38

39 **(H)** Overtime for Maintenance Control Technicians assigned to Field
40 Technical Service will be compensated as follows:
41

42 Maintenance Control Technicians assigned to the field technical
43 service bid area will accrue compensatory time or at the employees option
44 be compensated at the applicable overtime rate for all hours worked in
45 excess of eight-and-one-half (8.5) hours in a day or forty (40) hours in a
46 workweek, excluding compensatory time and/or overtime. Compensatory

1 time is accrued at the applicable overtime rate. Request for accrued
2 compensatory time off will be approved based on the needs of service and
3 may be taken in as little as one (1) hour increments. The maximum number
4 of compensatory hours to be accrued will be two-hundred-forty (240).
5 Thereafter, no further accrual will be allowed and the employee will be paid
6 at the applicable rate of pay or be scheduled off with pay until the
7 employees accrued compensatory time drops below the cap of two-hundred-
8 forty (240) hours.
9

10 (I) Quality Assurance Consultants shall be entitled to work
11 overtime as approved when in conjunction with work assignments made by
12 management.
13

- 14 1. Whenever three (3) or more Quality Assurance Consultants
15 (excluding those in a probationary and/or OJT status) are assigned
16 to a field assignment one (1) will be designated as the project
17 coordinator if a Senior Quality Assurance Consultant is not
18 assigned.
19
- 20 2. The Company will make every effort to assign maintenance audits
21 to Quality Assurance Consultants in a manner that will provide for
22 exposure to the full range of available assignments based on needs
23 of service, individual qualifications and work experience.
24
- 25 3. Quality Assurance Consultants may accrue compensatory time in
26 lieu of overtime. Compensatory time is accrued at the applicable
27 overtime rate. Requests for accrued compensatory time off will be
28 approved based on the needs of service and may be taken in a
29 minimum of four (4) hour increments. The maximum number of
30 compensatory hours to be accrued will be two hundred forty (240)
31 including those accrued in lieu of Holiday pay. Thereafter, no
32 further accrual will be allowed and the employee will be paid at the
33 applicable rate of pay until the employee's accrued compensatory
34 time drops below the cap of two hundred forty (240) hours.
35
- 36 4. Employees on authorized absences will not be eligible for overtime
37 until they return to work on a regular shift. Authorized absences
38 include: vacation, bereavement leave, sick leave, medical leave,
39 educational leave, compensatory day off, injury leave, jury duty,
40 formal classroom training, personal leave and authorized Company
41 or Union business. An authorized absence will begin at the end of
42 the employee's last regular shift prior to the authorized absence.
43 An employee may be asked to work overtime in conjunction with
44 his last shift preceding his days off, prior to his vacation. If the
45 overtime is worked, the employee will be charged. A refusal will
46 not be charged. An employee reporting off sick for a regularly
47 scheduled shift will be ineligible for overtime from the beginning

1 of his absence until he returns to work on his next regularly
2 scheduled shift.
3

- 4 5. If an employee has worked sixteen (16) consecutive hours or more
5 (exclusive of unpaid meal periods) at his Base station, the
6 Company reserves the right to disqualify him from working any
7 additional overtime for a period of seven (7) hours. At the end of
8 the seven (7) hour rest period he will again be governed by the
9 overtime rules. Any employee working more than sixteen (16)
10 consecutive hours (exclusive of unpaid meal periods) will be
11 charged for all overtime hours worked. Any employee refusing to
12 work more than sixteen (16) consecutive hours (exclusive of meal
13 periods) will not be charged for such refusal.
14

15 If an employee has worked sixteen (16) consecutive hours or more
16 (exclusive of unpaid meal periods) on a field trip, the Company
17 reserves the right to disqualify him from working any additional
18 overtime for a period of eight (8) hours. At the end of the eight
19 (8) hour rest period he will again be governed by the overtime
20 rules. Any employee working more than sixteen (16) consecutive
21 hours (exclusive of unpaid meal periods) will be charged for all
22 overtime hours worked. Any employee refusing to work more than
23 sixteen (16) consecutive hours (exclusive of meal periods) will not
24 be charged for such refusal.
25

26 **(J) Planner / Technical Documentation Specialists Overtime**

27
28 Maintenance Planner/Technical Documentation Specialists shall be
29 entitled to work overtime as approved when in conjunction with
30 work assignments made by management. Overtime will be paid for
31 all hours worked exclusive of any shift turnover time
32

33 Overtime shall be distributed as equally as possible among qualified
34 employees in each bid area. Overtime distribution charts will be used
35 to ensure overtime is distributed as equally as possible and will be
36 posted on the bulletin board in each bid area. The calling and
37 recording of overtime may be assigned to a covered employee- when
38 a Shop Steward is not readily available.
39

40 Management will maintain employee qualification lists in each bid
41 area based on training records and/or work experience. The
42 qualification lists shall be accessible to employees and will be kept
43 current to reflect each employee's qualifications for overtime and
44 field service. Qualification training will be provided by the Company
45 through on the job training (OJT) subject to the availability of the
46 work, by classification seniority, on the shift, within the bid area, to
47 employees who request it.

1
2 When classroom training is required, the Company will advise
3 employees who request classroom training (applicable to their bid
4 area) of the earliest reasonable date their training is scheduled to
5 begin.
6

- 7 1. IMAAW Shop Steward will keep overtime distribution charts
8 by bid area, department, or stations as may be agreed to
9 locally between the Local Committee and management. In
10 case of tie, names will be listed in the order of
11 planner/technical documentation specialists date and the lists
12 will be kept posted on the bulletin board.
13
- 14 2. The Supervisor who authorizes the overtime will contact the
15 respective Shop Steward and advise him of the job to be
16 performed, and qualifications required, the approximate
17 duration of the job, and the number of employees required. In
18 the absence of the Shop Steward another member of the bid
19 area, shall act as the Shop Steward for overtime arrangements
20
- 21 3. Where an employee is called for overtime for a specific job,
22 and for unforeseen reasons beyond management's control the
23 overtime is no longer needed, the employee will be offered a
24 minimum of four (4) hours work, at the applicable overtime
25 rate per paragraphs A&B above. If the employee elects to
26 work, another employee will not be entitled to claim an
27 overtime bypass.
28
- 29 4. The Company will provide to the Shop Steward an accurate
30 attendance list for use in calling overtime. On the OM-87
31 form, the Shop Steward will furnish the supervisor with the
32 names of the eligible men who are lowest on overtime. The
33 supervisor will initial the list of accepted names and rejected
34 names in duplicate. Those disqualified by the supervisor will
35 not be contacted. However, any such employees may file a
36 grievance if they feel that an error has been made. No
37 employee shall have a grievance against the Company if he is
38 bypassed by the Shop Steward or if the Shop Steward errors in
39 his report.
40
- 41 5. The Shop Steward will, by Company telephone, contact the
42 employee(s) lowest on overtime (who have been approved) to
43 procure acceptance, non-acceptance, or no contact. The
44 Supervisor may contact employees for overtime when it is
45 impractical for the Shop Steward to do so. Any employee
46 bypassed by the supervisor may file a grievance.
47

- 1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
6. An employee who cannot be contacted for overtime will be charged for the amount of overtime being offered. An employee who declines overtime or an employee who fails to list his telephone number on the overtime list will be charged for the overtime he could have worked at his overtime rate. An employee who works overtime will be charged on a converted basis for the number of hours worked. Example: four (4) hours at time-and-one-half (1.5) will be charged six (6) hours. An employee who accepts overtime and only works part of the assignment will be charged the full amount offered. Employees not contacted during a one (1) hour period from the beginning or end of their shift will not be charged.
 7. Employees on an authorized absence will remain status quo for a period of thirty (30) work days. Upon their return to work from absences greater than thirty (30) work days they shall receive the average overtime of the employees on the overtime list or their actual overtime, whichever is higher. Employees returning to positions covered under this Agreement will receive the average of the crew or their actual overtime, whichever is greater, plus all overtime worked outside the Agreement. Employees on authorized absences will not be eligible for overtime until they return to work on a regular shift. Authorized absences include: vacation, bereavement leave, sick leave, medical leave, educational leave, compensatory day off, injury leave, jury duty, formal classroom training, personal leave and authorized Company or Union business. An authorized absence will begin at the end of the employee's last regular shift prior to the authorized absence. An employee may be asked to work overtime in conjunction with his last shift preceding his days off, prior to his vacation. If the overtime is worked, the employee will be charged. A refusal will not be charged. An employee reporting off sick for a regularly scheduled shift will be ineligible for overtime from the beginning of his absence until he returns to work on his next regularly scheduled shift. The Company will give as much notice as possible of contemplated overtime, but for charge purposes, no minimum notice is required.
 8. If the overtime is for a period of less than three (3) hours and it is near the end of a shift before it can be determined that overtime is necessary, the Shop Steward may bypass the lowest man if he is off duty and offer the overtime to the employee working the job or if he refuses, the next lowest respective classification employee just getting off duty shall be asked and so on.

- 1 9. Overtime on any job may be assigned to any department by
2 the Company.
- 3
- 4 10. When overtime arises in a shop during Saturday or Sunday, or
5 after the shop has gone off duty, the Shop Steward or in his
6 absence, another member of the crew on duty, shall handle
7 overtime matters, which arise.
- 8
- 9 11. Employees transferring to a different bid area, department or
10 station shall receive the average overtime credit for the list
11 being used.
- 12
- 13 12. Names of new employees will be placed on the proper
14 overtime list at the end of their probationary period and they
15 shall receive the average overtime credit of the list.
- 16
- 17 13. Employees called at home for a field trip that cannot be
18 contacted will be charged for the overtime rate of their
19 regularly scheduled hours. Employees who decline a field trip
20 will be charged for the overtime at their overtime rate. This
21 rule will not apply where there is less than two (2) hours
22 notice of the field trip.
- 23
- 24 14. Employee who decline overtime shall be charged at their
25 applicable rate with the amount of overtime offered unless the
26 requirement for such overtime no longer exists.
- 27
- 28 15. Employees accepting and working an overtime call of four (4)
29 hours or more may be asked to extend and work additional
30 overtime. If an employee declines an extension of overtime,
31 he shall not be charged with a refusal.
- 32
- 33 16. If an employee has worked sixteen (16) consecutive hours or
34 more (exclusive of unpaid meal periods) at his Base station,
35 the Company reserves the right to disqualify him from
36 working any additional overtime for a period of seven (7)
37 hours. At the end of the seven (7) hour rest period he will
38 again be governed by the overtime rules. Any employee
39 working more than sixteen (16) consecutive hours (exclusive
40 of unpaid meal periods) will be charged for all overtime hours
41 worked. Any employee refusing to work more than sixteen
42 (16) consecutive hours (exclusive of unpaid meal periods) will
43 not be charged for such refusal.
- 44

45 If an employee has worked sixteen (16) consecutive hours or
46 more (exclusive of unpaid meal periods) on a field trip, the
47 Company reserves the right to disqualify him from working

1 any additional overtime for a period of eight (8) hours. At the
2 end of the eight (8) hour rest period he will again be governed
3 by the overtime rules. Any employee working more than
4 sixteen (16) consecutive hours (exclusive of unpaid meal
5 periods) will be charged for all overtime hours worked. Any
6 employee refusing to work more than sixteen (16) consecutive
7 hours (exclusive of unpaid meal periods) will not be charged
8 for such refusal.
9

- 10 17. The Company may dispatch the eligible on-duty employee,
11 low on the overtime list, or field service when such field
12 service involves transportation by common carrier and the
13 scheduled departure is within two (2) hour for domestic and
14 three (3) hour for travel outside the contiguous 48 states from
15 the time it is determined that the field service is necessary.
16 The overtime list will be called for field service when air taxi
17 or ground transportation is used for travel and overtime is
18 anticipated.
19
- 20 18. When a crew dispatched for field service and the conditions of
21 a field service trip change, e.g., job requirements or additional
22 work, employees who have accepted the trip, may be utilized.
23
- 24 19. In the event personnel are not available to meet the overtime
25 requirements, qualified personnel from another bid
26 area/department may be offered the overtime.
27
- 28 20. Maintenance Planners/Technical Documentation Specialists
29 may accrue compensatory time in lieu of overtime.
30 Compensatory time is accrued at the applicable overtime rate.
31 Requests for accrued compensatory time off will be approved
32 based on the needs of service and may be taken in a minimum
33 of four (4) hour increments for an eight-and-one-half (8 ½)
34 hour shift, or a minimum of five (5) hour increments for a ten-
35 and-one-half (10 ½) hour shift, or a minimum of six (6) hour
36 increments for a twelve-and-one-half (12 ½) hour shift. The
37 maximum number of compensatory hours to be accrued will
38 be two-hundred-forty (240) including those accrued in lieu of
39 Holiday pay. Thereafter, no further accrual will be allowed
40 and the employee will be paid at the applicable rate of pay
41 until the employee's accrued compensatory time drops below
42 the cap of two hundred forty (240) hours.
43
44
45
46
47

1 **(K) Mandatory Overtime**
2

3 1. Maintenance Control Technicians, Quality Assurance
4 Consultants, Maintenance Planners, and Technical
5 Documentation Specialists may occasionally be required to
6 work mandatory overtime as a result of personnel shortage,
7 workload or other extenuating circumstances. In cases where
8 mandatory overtime is necessary, the employee in the bid
9 area with the least classification seniority whose shift begins
10 or ends closest to the overtime need may be required to
11 work the overtime. No employee will be required to work
12 mandatory overtime in excess of sixteen (16) hours in a
13 twenty four (24) hour period nor will any employee who has
14 worked sixteen (16) or more consecutive hours in a twenty
15 four (24) hour period be required to work any additional
16 mandatory overtime. Employees may be excused from
17 mandatory overtime for verifiable; unavoidable child care
18 problems, medical restrictions or FMLA, which would
19 preclude the employee's assignment of mandatory overtime.
20 If the need for overtime arises within one hour of shift start,
21 management can forgo using the regular overtime call
22 procedures and will seek volunteers prior to using the
23 mandatory overtime procedures.
24

25 2. A rotation method for the assignment of mandatory overtime
26 as provided below may be implemented on a local basis
27 when mutually agreed to by the Company and union. Should
28 a rotation method be implemented in a bid area, the Union
29 or the Company may cause the rotation method to be
30 discontinued with a thirty (30) day notice to the other party.
31

32 a. A dedicated mandatory overtime list will be
33 created separate from the regular department overtime list.
34

35 b. The mandatory overtime list will list all eligible
36 department members within the classification and will list
37 them in reverse seniority order (junior to senior) by
38 classification date.
39

40 c. Once an individual is assigned and has worked a
41 shift of mandatory OT, he/she will be moved to the
42 bottom of the list.
43

44 d. New employees entering the department will
45 have their names placed at the top of the list at the end of their
46 probationary/training period.
47

1 e. An employee working mandatory overtime will
2 be paid at the applicable rate pursuant to paragraphs A and B
3 of this Article.
4

5 f. Once the regular OT list has been exhausted and
6 there are no volunteers for the required overtime, the
7 employee on duty and next on the rotating mandatory
8 overtime list will be selected.
9

10 These rules may be revised when necessary provided mutual
11 agreement is reached between management and the Local Committee with a
12 copy to and subject to the approval of the District Representative and the
13 Managing Director of Labor Relations, or his designee.
14

15 **(L)** Employees who are called to work on a day off shall be offered no
16 less than four (4) hours at the applicable rate. When there is more than four
17 (4) hours work involved, the employee shall be offered a minimum of eight
18 (8) hours work at the applicable rate. The Company may require employees
19 to work the full overtime period accepted.
20

21 All time worked in excess of eight (8) paid hours on a day off will
22 be computed on an actual minute basis. Pre-shift overtime, which is in
23 conjunction with a regular workday, will be computed on an actual minute
24 basis, and paid at the applicable overtime rate.
25

26 **(M)** For continuous service after regular working hours, employees will
27 not be required to work more than two (2) hours without being permitted to
28 go to meals, and these employees will be allowed a thirty (30) minute
29 unpaid period in which to eat.
30

31 Employees reporting for work of at least four (4) hours pre-shift
32 will be allowed a thirty (30) minute unpaid meal period in which to eat
33 within their pre-shift period.
34

35 **(N)** Employees shall be given as much advance notice as is practical
36 when overtime is contemplated. When an employee completes his shift and
37 is recalled to work, not in conjunction with his regularly scheduled shift, he
38 will be paid no less than four (4) hours at the overtime rate applicable for
39 each call.
40

41 **(O)** Employees who have been required to work sixteen (16) or more
42 consecutive hours (exclusive of unpaid meal periods) will be given a rest of
43 at least seven (7) hours before being required to report to work again. In the
44 event this rest period extends into a regular work shift, the employee will be
45 paid for such time lost at regular straight time rates.
46
47

1 (P) No overtime shall be worked except by direction of the proper
2 supervisory personnel of the Company, except in cases where prior
3 authority cannot be obtained.
4

5 (Q) An employee bypassed for overtime in violation of these overtime
6 procedures will be eligible to work a like period of time on a scheduled shift
7 at a time mutually agreed to by the employee and the Company. The
8 overtime bypass will be limited to only the employee who should have been
9 offered the overtime as provided for in this article.
10

11 The shift will be at the same rate of pay as bypassed, contain the
12 same number of hours as those bypassed and must be worked within
13 fourteen (14) calendar days of the determination that the bypass occurred.

ARTICLE 7.
TRAVEL PAY

Maintenance Control Technician / Inspector / Mechanic / Stock Clerk / Utility

(A) When employees engage in field service from their Base station to restore Company airplanes or equipment to service, they shall be paid for such work on the same basis as at their Base station with a minimum of eight (8) hours at their straight time rate for each twenty-four (24) hour period. Furthermore, Line Mechanics on field service for an AOG condition will not have their regularly assigned shift changed.

(B) All traveling or working shall be at applicable rates, including all time spent traveling by common carrier, or waiting in connection with field service as defined in paragraph (A) above. When an employee is required to travel on a regular day off, he will be paid for working, waiting, and traveling as follows:

Day (s) Off: Time-and-one-half (1 1/2x) for all hours

If field service/travel is interrupted for any reason and the employee is released by an authorized agent of the Company for a period of eight (8) consecutive hours or more, he shall not be paid for the time released, but in no event shall the employee receive less than eight (8) hours pay during any twenty-four (24) hour period while away from his Base station, provided, however, that the Company may schedule him to take his regular days off without compensation except for the reasonable and necessary expenses provided for in this Article.

(C) Employees required to work after traveling in connection with field service shall be paid at the overtime rate applicable for all hours worked in excess of the employee's regularly scheduled hours including travel, waiting and working time for the day in question.

(D) Upon completion of such field service, an employee shall return to his home station in accordance with the order received at the time he left his home station, or in accordance with the orders he receives from the person to whom he was ordered to report in the field, and shall be compensated for the return trip in accordance with the provisions of paragraphs (B) and (C) above; except those employees on field service who are released from duty and elect to return to their Base station rather than to remain in the field will be paid their travel time as though they had traveled on the designated flight. Furthermore, they will not be required to report for their regularly assigned shift at their Base station until the scheduled arrival of the designated flight.

1 **Maintenance Control Technician / Inspector / Mechanic / Stock Clerk /**
2 **Utility / Planners / Technical Documentation**
3

4 (E) An employee involved in field service, special assignments or
5 training away from his Base station will receive an hourly per diem
6 allowance of two dollars (\$2.00) per hour domestic and two dollars fifty
7 cents (\$2.50) per hour international to cover all incidental expenses
8 (excluding lodging and transportation cost) incurred during such
9 assignments. The per diem allowance will commence at the departure time
10 of the employee to field service, special assignment or training and will
11 cease at the employee's return time. The time of departure and return will be
12 provided by the employee and included on his expense statement for such
13 assignments. Such employee will not be entitled to the foregoing hourly per
14 diem during periods of time he has returned to his residence or Base
15 inclusive of travel time during personal time off from field service, special
16 assignment or training.
17

18 Upon the employee's request, the Company will provide round trip
19 space positive passes for travel on Company aircraft, on his days off, to and
20 from his residence or Base while on training assignments away from his
21 Base station. Such employee will not be entitled to hotel or other away Base
22 expenses during periods of time he has returned to his residence or Base.
23 All space positive passes, used and unused, must be returned by the
24 employee when he files his expense statement for the training assignment.
25

26 Upon application, an employee will be given an advance by the
27 Company to cover his expenses while away from his Base station.
28

29 Within five (5) days after returning to his home station, or at the
30 close of each week in the event an employee is away for a period longer
31 than one (1) week, the employee shall submit an expense account in
32 accordance with Company regulations, and if the employee has returned to
33 his home station, it shall be accompanied by the balance of any expense
34 money advanced, but not accounted for on the expense account.
35

36 (F) Employees who are temporarily transferred from their home
37 station to fill temporary vacancies shall be paid in accordance with
38 paragraphs (B) and (C) of this Article for the time necessary to travel in
39 connection with such temporary transfer, and they shall receive necessary
40 and reasonable expenses for transportation, meals and lodging in
41 accordance with paragraph (E) of this Article.
42

43 (G) When an employee is away from his home station filling a
44 temporary vacancy, he shall be paid straight time and overtime based on the
45 shifts as scheduled at the location of the temporary vacancy, but in no event
46 shall he receive less than eight (8) hours pay for each day. Provided,
47 however, that the Company may schedule him to take his regular days off

1 without compensation except for the reasonable and necessary expense
2 provided for in paragraph (E) of this Article.
3

4 **(H)** Employees called from home for field service after completing
5 their regular shift assignment or on a regular day off will receive one (1)
6 hour as preparatory time for domestic field service and two (2) hours
7 preparatory time for international field service. (definition of international is
8 anywhere a passport is required.) at the overtime rate, and in all possible
9 cases, will be given two (2) hours or more notice before departure time.
10 Employees on a regular shift assignment will be allowed time to prepare for
11 a field service assignment without loss of pay.
12

13 **(I)** When an employee receives a special assignment to attend training
14 classes pertaining to his work, or to fulfill other special assignments not
15 constituting field service or the filling of temporary vacancies, he shall
16 receive compensation not to exceed eight (8) hours per day for the time
17 spent in traveling or waiting, at the applicable rate. If such special
18 assignment involves traveling after completion of his regular work for the
19 day, he shall be paid at the straight time rate for all hours spent traveling
20 and waiting including hours in excess of eight (8) hours. When an employee
21 is required to travel on a regular day off, he shall be paid in accordance with
22 paragraph (B) of this Article.
23

24 When a midnight shift employee with a scheduled shift start time
25 between 2000 and 2359 is assigned training outside of their base station for
26 one (1) day or more, the Company will change his scheduled shift to either
27 day shift or afternoon shift with weekends off until such training is
28 completed.
29

30 **Maintenance Control Technician / Inspector / Mechanic / Stock Clerk /**
31 **Utility / Planner / Technical Documentation Specialist / Quality**
32 **Assurance Consultant**
33

34 **(J)** When employees are required to work alone in remote areas, the
35 Company will keep the station or facility open and another Company
36 employee on duty to provide immediate communication and safety
37 surveillance.
38

39 **(K)** No employee will be required to travel on field service in a single
40 engine aircraft against their wishes.
41
42
43
44
45
46
47

1 (L) Quality Assurance Consultants
2

3 1. Quality Assurance Consultants will be reimbursed for normal and
4 customary expenses associated with required travel per Company Policy.
5

6 2. Quality Assurance Consultants required to travel away from the
7 geographic location of their station are compensated for travel time by the
8 most direct route as follows: All traveling on a workday shall be paid at
9 straight time rates, all traveling on a regular day off will be paid at the time
10 and one half (1 ½) rate with a minimum of four (4) hours pay and will
11 include all flight and connecting time and all time spent waiting after the
12 completion of their work assignment, excluding overnights. An additional
13 thirty (30) minutes of travel pay is due after the arrival at their destination
14 only when overnighting immediately after their arrival. Travel time will
15 begin thirty (30) minutes prior to the scheduled flight departure.
16

17 3. Quality Assurance Consultants will have their itinerary and work
18 schedule, including known overtime, approved by their supervisor or
19 management representative directing the travel before the commencement
20 of the travel.
21

22 4. Quality Assurance Consultants may request a cash advance of up
23 to one hundred dollars (\$100) prior to the commencement of an
24 international field assignment. The Company will make every effort to
25 establish administrative procedures to comply with this provision within
26 thirty (30) days of the effective date of this agreement.
27

28 (M) Planner / Technical Documentation Specialist
29

30 1. Maintenance Planner/Technical Documentation Specialists
31 required to travel away from the geographic location of their station are
32 compensated for travel time by the most direct route as follows: All
33 traveling on a workday shall be paid at straight time rates, all traveling on a
34 regular day off will be paid at the time and one half (1 ½) rate with a
35 minimum of four (4) hours pay. Travel time will begin thirty (30) minutes
36 prior to the scheduled flight departure and will include all flight and
37 connecting time and all time spent waiting after the completion of their
38 work assignment, excluding overnights. An additional thirty (30) minutes
39 of travel pay is due after the arrival at their destination only when
40 overnighting immediately after their arrival.
41

42 2. Planner/Technical Documentation Specialist will have their
43 itinerary and work schedule, including known overtime, approved by their
44 supervisor or management representative directing the travel before the
45 commencement of the travel.

1 **ARTICLE 8.**
2 **SENIORITY**
3

4 (A) Seniority under this Agreement shall be by Basic Classification
5 and by Premium Classification (within a Basic Classification) and shall
6 accrue from the date of entering a classification on a regular assignment.
7 Basic Classifications to be recognized for seniority purposes shall consist of
8 Mechanic, Stores, Utility, Planner, Technical Documentation and Quality
9 Assurance (QAC).

10
11 The Premium Classifications to be recognized for seniority
12 purposes within the Basic Classifications shall be as follows:

- 13
14 - Mechanic Classification will include Premium Classifications
15 of MOC, Inspector and Lead Mechanic.
16
17 - Stores Classification will include the Premium Classification
18 of Lead Stock Clerk.
19
20 - Utility Classification will include the Premium Classification
21 of Lead Utilityman.
22
23 - Planner Classification will include the Premium
24 Classification of Senior Planner. (Premium Seniority is the
25 same as Basic Seniority)
26
27 - Technical Documentation Specialist Classification will
28 include the Premium Classification of Senior Technical
29 Documentation Specialist. (Premium Seniority is the same as
30 Basic Seniority)
31
32 - Quality Assurance (QAC) Classification will include the
33 Premium Classification of Senior Quality Assurance Auditor
34 and Quality Assurance Auditor. (Premium Seniority is the
35 same as Basic Seniority)
36

37 Accrual of seniority for pay purposes shall not exceed ninety (90)
38 days for employees who are laid off.
39

40 If an employee is promoted to a higher classification covered by
41 this Agreement he will continue to accrue seniority in the lower
42 Classification. If an employee is upgraded while on probation and
43 completes ninety (90) work days of service with the Company he will be
44 considered to have completed probation in the lower classification.

1 Employees working in a higher classification will also progress
2 through the lower classification pay scale. Employees working in a lower
3 classification will not progress through a higher classification pay scale.
4

5 Any employee who transfers/bids to a different classification will
6 be placed on the pay scale based on the Pay Classification letter of
7 agreement on page 202.
8

9 **(B)** Unless otherwise specified in this Agreement:

- 10
- 11 1) bidding for shifts and days off, vacancies, new jobs,
12 promotions or displacements involving Basic
13 Classification positions shall be by Basic Classification
14 Seniority, (e.g. Mechanic, Stores, Utility, etc.)
15
 - 16 2) Bidding for shifts and days off, vacancies, new jobs,
17 promotions, displacements or transfers involving
18 Premium Classification positions shall be by Premium
19 Classification Seniority, (e.g. Lead Mechanic, Inspector,
20 etc.) See Article 9.
21
 - 22 3) All reductions in force and recalling after a layoff shall be
23 by Basic Classification and should such reduction require
24 an employee to vacate a Premium Classification, the
25 employee filling such vacancy through the appropriate
26 interview process must be senior on the basis of basic
27 seniority than the senior employee reduced from the
28 station at the time of the reduction.
29

30 **(C)** New employees shall be regarded as probationary employees for
31 the first ninety (90) work days of their employment, and there shall be no
32 responsibility on the part of the Company for the re-employment of
33 probationary employees if they are discharged or laid off during this period.
34 For Quality Assurance, Technical Documentation Specialist and Planners,
35 this ninety (90) work day probation period excludes classroom training. If
36 retained in the service after the probationary period, the names of such
37 employees shall then be placed on the seniority list for their respective
38 classification in order of the date of their original hiring at the point and on
39 the system seniority roster. The Company will furnish the Local Chairman
40 and the General Chairman with the names, classification, department, and
41 rate of pay of all new employees on the first (1st) of each month.
42

43 **Technical Documentation Specialist and Planner** employees exercising
44 their seniority into another bid area as a result of a reduction in force will be
45 required to serve a ninety (90) work day trial period, excluding all
46 classroom training. Employees will be given a minimum of thirty (30)
47 workdays to prove they can perform the work to the satisfaction of the

1 Company. Employees failing to perform the work to the satisfaction of the
2 company will be placed on furlough.
3

4 **(D)** In the event of the geographical relocation in whole or in part of
5 any of the work performed by employees covered by this Agreement, the
6 employees affected will be given an opportunity to transfer to the new
7 location. Employees so transferred shall suffer no loss of seniority or pay,
8 nor any reduction in classification or hourly rate.
9

10 **(E)** Seniority lists corrected to December 1st and prepared by the
11 Company shall be furnished to the Local PIT Chairman and the designated
12 General Chairman in electronic format. The Company shall post the
13 seniority list in each hangar and facility no later than the last day of January
14 and the last day of July each year. Such lists will be subject to correction
15 upon protest, with facts, in writing to the Senior Vice President of
16 Maintenance Operations, but if no complaint is made within thirty (30) days
17 of posting, the list as published will be assumed to be correct. Any
18 employee on leave at the time of posting of the list shall have a period of
19 fifteen (15) days from the date of his return to service to file a protest. In
20 preparing seniority lists when it is impossible to determine the proper order
21 by date of entering the classification, time under the Agreement, or by
22 length of service with the Company, then the names shall be listed in
23 alphabetical order by surname.
24

25 **(F)** In the event of a reduction in force, seniority as per paragraph (B)
26 above will govern. Affected employees working a five (5) day workweek
27 will be given ten (10) work days notice and affected employees working a
28 four (4) day workweek will be given eight (8) work days notice before any
29 normal reduction is made and a list of those to be reduced will be furnished
30 to the Local Chairman and General Chairman prior to notifying the
31 employees affected. However, this provision is not applicable when where
32 there is temporarily no work because of work stoppage or strikes by
33 employees of the Company. During those circumstances the Company
34 retains the right to reduce the working force at any shop, hangar, or facility
35 with twenty-four (24) hours notice or eight (8) hours pay.
36

37 **NOTE:** The ten day notice to the employee, described above, shall
38 begin when the employee signs for their abolishment or bump paperwork.
39

40 **(G)** Employees affected by a reduction in force (abolished) or
41 displaced by senior employees (bumped) must exercise their seniority.
42 Junior employees abolished, or bumped from their bid area, must exercise
43 their seniority and bump the most junior employee in another bid area in
44 their station, in their classification, provided they are qualified for that
45 position. Such rights must be exercised within three (3) working days after
46 receipt of reduction or displacement notice.
47

1 Employees abolished or bumped will be absorbed in their current
2 classification, in their bid area, at their station, on their shift, when the
3 Company determines a position becomes available prior to their last day
4 worked. Realignment provisions of Article 9, paragraph (E), may be
5 applied.
6

7 NOTE: Time will start on the regularly scheduled work day
8 following receipt of such notice and will end at the close of the regular
9 work shift on the third (3rd) scheduled work day. Such transfers shall be
10 made without expense to the Company. Free space available transportation
11 over the Company system will be furnished the employee and dependent
12 members of his immediate family between his previous work location and
13 his new work location for a period not to exceed thirty (30) days after the
14 effective date of his transfer.

1

BUMPING PROVISIONS:

2

ONLY IF SENIORITY IS HELD

| Mechanic Classification | |
|--------------------------------|---|
| Maintenance Control Technician | Maintenance Control Technician Inspector* Lead Mechanic* Mechanic* |
| Inspector | Inspector Lead Mechanic* Mechanic* |
| Lead Mechanic | Inspector* Lead mechanic Mechanic |
| Mechanic | Mechanic Lead Stock Clerk* Stock Clerk* Lead Utility* Utility* |

3

| Quality Assurance Classification | |
|---|--|
| Senior Quality Assurance Auditor | Senior Quality Assurance Auditor Quality Assurance Auditor Lead Mechanic* Mechanic* Maintenance Planner* Lead Stock Clerk* Stock Clerk* Lead Utility* Utility* |
| Quality Assurance Auditor | Quality Assurance Auditor Mechanic* |

4

| Technical Documentation Specialist Classification | |
|--|---|
| Senior Technical Documentation Specialist | Technical Documentation Specialist Lead Mechanic* Mechanic* Maintenance Planner* Lead Stock Clerk* Stock Clerk* Lead Utility* Utility* |
| Technical Documentation Specialist | Technical Documentation Specialist Lead Mechanic* Mechanic* |

| | |
|--|--|
| | Maintenance Planner* Lead Stock Clerk* Stock Clerk* Lead Utility* Utility* |
|--|--|

1

| Maintenance Planner Classification | |
|---|---|
| Senior Maintenance Planner | Maintenance Planner Lead Stock Clerk* Article 8 Stock Clerk* Lead Utility* Utility* |
| Maintenance Planner | Maintenance Planner Lead Stock Clerk* Stock Clerk* Lead Utility* Utility* |

2

| Stock Clerk Classification | |
|-----------------------------------|--|
| Lead Stock Clerk | Lead Stock Clerk Stock Clerk Lead Utility* Utility* |
| Stock Clerk | Stock Clerk Lead Utility* Utility* |

3

| Utility Classification | |
|-------------------------------|-------------------------|
| Lead Utility | Lead Utility Utility |
| Utility | Utility |

4

5

6

*** Only if seniority is held and the employee is unable to hold his domicile with his current basic seniority.**

7

8

9

10

11

1. Abolished / Bumped - Junior employees abolished, or bumped from their bid area, must exercise their seniority and bump the most junior employee in another bid area in their station, in their classification, provided they are qualified for that position.

12

13

14

15

NOTE: If unqualified for the position held by the most junior employee (i.e. Machinist, Welder, etc.), the employee must exercise to the next most junior position for which they are qualified.

16

17

18

In the event mechanical employees are displaced from the Machine or Weld shop and do not meet the minimum qualifications of any of the

1 mechanical jobs, as described in Article 9, paragraph (I), they will be
2 permitted to exercise their seniority into either the Ground Equipment
3 shop or Plant Maintenance shop at time of reduction.
4

5
6 2. Unable to Exercise Premium Seniority (within location) - Employees
7 who are unable to exercise their Premium Classification seniority
8 within their station, as described above may:

9 a. bump the most junior employee, by Premium Classification, in
10 any station, (if seniority is held)
11

12 OR

13 b. may exercise their seniority and bump the most junior
14 employee in any bid area in their station, in their basic
15 classification, provided they are qualified for that position.
16

17 3. Unable to Exercise Basic (within location) - Employees who are unable
18 to exercise their Basic Classification seniority within their station, as
19 described above may:

20
21 a. bump the most junior employee, by current Basic
22 Classification, in any station,
23

24 OR

25 b. bump the most junior employee, in any station in a lower
26 classification in which they hold seniority,
27

28 OR

29 c. exercise to any vacancy (a position previously bid, that
30 went no bids received” and is currently available for hire)
31 in the system for which they are qualified, the Company
32 will provide a list of vacancies when issuing abolishment
33 notices.
34

35 OR

36 d. accept furlough.
37

38 NOTE: Employees who elect to exercise seniority to another station may
39 indicate their department preferences, on their exercising seniority form,
40 within a station. The company will make a good faith effort to
41 accommodate department preferences within a station for employees who
42 have the same report date to a station by seniority and subject to
43 qualifications.
44

45 Employees may not bump from a lower Basic Classification to a higher
46 Basic Classification (i.e. Utility to Stores / Mechanic, or Stores to

1 Mechanic), or from a Basic Classification to a Premium Classification
2 (Mechanic to Lead Mechanic, Mechanic to Inspector, etc.)
3
4
5

6 4. Employees who are bumped will move to their new bid area within
7 twenty-five (25) days, starting from the day they sign their bump
8 notice.
9

10 5. If, after the previously stated time limits have expired and, the
11 employee has not moved, he shall receive the rate of pay of the
12 awarded position, if higher, and the applicable overtime until he has
13 moved to the awarded job or he is awarded a second (2nd) bid or his
14 original bid is canceled.
15

16 **(H)** An employee holding seniority in more than one (1) Basic
17 Classification, subject to a reduction in force, who refuses to exercise his
18 seniority in a lower classification at his station to accept a layoff will lose
19 that seniority which he refused to exercise.
20

21 An employee may only have recall to one station at any given time
22 and will have recall to that station for all classifications for which he has
23 seniority.
24

25 An employee's recall station shall be defined as that station an
26 employee selects from any station from which he was reduced. Employees
27 will not be permitted to change their recall station unless their existing
28 recall station is closed.
29

30 An employee on furlough status will only be recalled to his recall
31 station unless he is awarded a bid, via the automated bid / recall system for
32 any other vacancy.
33

34 In the event the airline no longer operates into an employee's recall
35 station, all employees now and hereafter on furlough from such station or
36 who have selected such station as their recall station will be required to
37 select a furlough station, first from any other station from which he was
38 reduced if still active, and, if none, then from any other active Maintenance
39 station. This change of designated recall station must be made in the
40 Company's automated bid / recall system within thirty (30) days of written
41 notice from the Company. Failure to comply with the above will result in
42 loss of employee's seniority and employment status. Should the Company
43 resume operations into an inactive station, then the employee, if reduced
44 from that station and still on furlough, can elect through the notification
45 procedures above to designate such station as his recall station.
46

1 An employee on furlough status holding seniority in more than one
2 (1) Basic Classification, who refuses recall to one (1) of those
3 classifications in their designated recall station, will be removed from that
4 seniority list.

5
6 The Company will consider qualified furloughed covered
7 employees for vacancies under the Agreement prior to hiring new
8 employees to fill such vacancies.

9
10 Employees who are on furlough shall continue to accrue seniority
11 for a maximum of five (5) years, and thereafter shall only maintain their
12 seniority status while on furlough.

13
14 Any furloughed employee accepting recall or bidding a job will
15 return to the step on the pay scale occupied at the time of his furlough.
16 Employees who have been on furlough for more than five (5) years will not
17 be eligible for travel under the Company's sixty-five (65) Point Plan unless
18 the employee returns to active service for a minimum of six (6) months.

19
20 Employees hereunder who accept positions outside of the
21 bargaining unit, within the Maintenance Department shall retain all accrued
22 seniority. Any employee accepting a position outside of the bargaining unit,
23 outside of the Maintenance Department shall retain all accrued seniority for
24 one hundred eighty (180) days after leaving the bargaining unit and shall
25 thereafter forfeit it.

26
27 Employees who transfer to positions outside of the bargaining unit,
28 within or outside of the Maintenance Department may, for a one hundred
29 eighty (180) day period, exercise all seniority accrued in the case of a
30 reduction in force, demotion, or should such employee voluntarily decide to
31 return to a covered position, in accordance with the provisions of Article 10,
32 paragraph (E) of this Agreement.

33
34 After the expiration of the above prescribed period, any employee
35 who transferred outside of the bargaining unit, within the Maintenance
36 Department who returns to a position under this Agreement in the case of a
37 reduction in force or demotion, may only exercise his Basic Classification
38 seniority to displace the most junior employee in his respective
39 classification and will be prohibited from bidding Premium Classification
40 positions for a period of one hundred eighty (180) days from his date of
41 return.

42
43 **Inspector, Mechanic, Stock Clerk and Utility** employees may
44 temporarily upgrade to supervisory positions on their shift, in their bid area
45 only and may be upgraded to supervisory positions a maximum of sixty
46 (60) work days in any calendar year, except employees transferred to an

1 instructor position. Upgrades of this nature will not be counted toward an
2 employee's one hundred eighty (180) day probationary period.
3
4
5

6 **Maintenance Control Technician, Quality Assurance Consultants,**
7 Maintenance Planners and Technical Documentation Specialists may
8 temporarily upgrade to Management positions within their respective
9 department for a maximum of sixty (60) work days in any calendar year and
10 the Company may adjust their shift to other than their assigned shift.
11 Management positions as referred to in this paragraph are understood to be
12 first line supervision only.
13

14 Proper leave of absence as used herein shall mean such employee
15 must make an application to Union's Financial Secretary for leave in
16 triplicate on the standard leave of absence forms, upon acceptance of his
17 promotion.
18

19 Employees who accept promotion to a position above first line
20 supervisor or higher will forfeit any and all seniority under this Agreement,
21 except that employees who may be promoted directly from a position
22 covered by the Agreement will, for a one hundred eighty (180) day period
23 from the date of promotion, be permitted to exercise their seniority as per
24 the above rules.
25

26 **(I)** The hiring process for Lead/Inspection positions will be via the
27 Interview Selection process outlined below. The questions in the Lead /
28 Inspection Interview Guide will be mutually agreed to by the Company and
29 Union. The Lead / Inspector job-will be posted for bid. If the senior bidder
30 has Lead time or Inspector time, whichever is appropriate, the position is
31 awarded to the senior bidder and there will not be a Interview Selection
32 Process. If no bidder has the appropriate Lead / Inspector time, the
33 following will apply:
34

35 1. The seven (7) most senior bidders who meet the minimum
36 requirements will be reviewed for eligibility based on past work record,
37 attitude and job performance. If an active "written" PEI is in an employee's
38 file, it will be reviewed with the union before eliminating the employee
39 from the interview process. Minimum qualification for the mechanic
40 classification shall include the "New Hire Mechanics Test".
41

42 2. Interviews will be scheduled as outlined below.
43

- 44 a. Interviews will be scheduled to begin within two (2)
45 weeks of the bid award date.
46 b. Hiring department will contact employee at telephone

- 1 number on record in Maintenance Administration or may
2 contact employee at work.
- 3 c. Eligible employees, as described in paragraph 1. above,
4 will be called in seniority order to advise of the interview
5 schedule (date, time and location) and offer choice of
6 scheduled interview time. In the event of a “no answer”
7 or “left message” the interviewer may bypass the
8 employee and call the next senior employee to offer
9 selection of interview time. An employee who was
10 bypassed under these provisions who contacts the
11 interviewer within twenty-four (24) hours, may select
12 from the remaining available interview time slots at the
13 time he contacts the interviewer.
- 14 d. Any employee unable to interview at the available
15 interview times will not be rescheduled.
- 16 e. Employees can decline to interview for the position.
- 17 f. When an employee is unable or declines to interview,
18 only the remaining eligible employees from the seven (7)
19 employees described in paragraph 1. above will be
20 interviewed.
- 21 g. Committees will be based in CLT, PHL, PIT and PHX.
- 22
- 23 3. There shall be equal representation on the interview panel, one
24 Company representative and one Union representative, for
25 each interview. The same interview panel must conduct all
26 interviews for a specific posted bid.
- 27
- 28 4. The interview panel will apply the Targeted Selection
29 interview process for each interviewee and assign an
30 evaluation score to each employee interviewed. The position
31 will be awarded to the employee with the highest evaluation
32 score provided the evaluation score is above the minimum
33 score requirement. If none of the employees interviewed meets
34 the minimum score requirement, the next seven (7) most
35 senior bidders will be interviewed for the position.
- 36
- 37 5. There will be no overtime (straight time or premium pay) paid
38 to an employee being interviewed (e.g. for travel, interview
39 time, waiting time, etc.) outside of his normally scheduled
40 shift.
- 41
- 42 6. Current Lead upgrade rules apply whereby for the duration of
43 the posted bid and interview process, the Company may
44 upgrade to a Lead position and is not required to call overtime.
- 45
- 46 7. An employee refusing an awarded position will be terminated
47 from the Company for refusal of job offer.

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36
- 37
- 38
- 39
- 40
- 41
- 42
- 43
- 44
- 45
- 46
8. The employee awarded the position will report to the new position within twenty-five (25) days of the award date (not the close of bid date).
9. Where applicable, the employee's new pay scale of Lead premium will become effective on the report date. If the employee, through no fault of his own, has not been moved within the twenty-five (25) day time limit described above, the employee shall receive the rate of pay for the awarded position, if higher, and applicable overtime until he has moved to the awarded position.
10. Rejection letters will be sent to employees not selected for the position.

(J) Employees who are injured in the service of the Company after April 28, 2008:

The Company will provide indefinite limited duty to employees injured on the job providing that their limitations are such that they can perform substantially all the essential elements of their job.

Employees who are able to perform reasonable productive work within their classification, but not substantially all the essential elements of their normal work classification will be provided limited duty for up to sixty (60) work days for the injury.

Where the employee's medical restrictions are such that the employee is unable to perform reasonable work within their classification and where the Company determines that productive work (for which the employee is qualified) exists, then such work may be assigned for periods not to exceed sixty (60) work days during the recuperative process.

(K) Employees covered by this Agreement will lose their seniority status and their names will be removed from seniority lists under the following conditions:

1. They quit, resign or retire.
2. They are discharged for just cause.
3. They do not inform the Company in writing or by electronic mail of their intention to return to service within five (5) days

1 of receipt of a notice offering to reemploy them.
2

- 3
4 4. They do not return to the service on or before a date specified
5 in the notice from the Company after a layoff (except under
6 circumstances beyond the individual's control), which date
7 should not be prior to fifteen (15) days after sending such
8 notice; provided that notice required by subdivisions 3. and 4.
9 of this paragraph shall be sent by Certified mail (return receipt
10 requested) or telegram to the employee's last address filed by
11 him with the Company, and subdivisions 3. and 4. of this
12 paragraph shall not apply to offers of temporary work.
13 5. They fail to return to work at the end of an authorized leave of
14 absence.
15 6. They engage in gainful employment while on leave of absence
16 in violation of Article 10, paragraph (F).
17 7. They are on any leave (except Military, Union or
18 Government) for three (3) or more years.
19 8. Or as otherwise provided for in this Agreement.
20
21
22

ARTICLE 9.
FILLING VACANCIES

**(A) Filling of vacancies for Inspector, Mechanic, Stock Clerk,
Utility**

1. When the Company determines that a vacancy exists in a classification, such vacancy of thirty (30) work days or more will be filled using the automated bidding system. The word vacancy as used in this Article shall include the number of jobs to be filled, classification, bid area and station. A vacancy may be extended up to an additional thirty (30) work days, by mutual agreement in writing between the Company and Union (i.e., District Representative or his designee), with a copy to the Maintenance Administrator, PIT, if the vacancy is the result of an employee on sick leave, occupational leave, family leave or medical leave of absence. The affected employee must request this extension prior to the expiration of the initial thirty (30) work day period. The Local Chairman, PIT will be notified of any vacancy to be filled as it is posted on the system.

Employees who bid for vacancies and have the minimum qualifications as listed in paragraph (I) of this Article shall be awarded those jobs on the basis of classification seniority in their respective classification. Employees awarded premium jobs will be subject to a twelve (12) month stability period. Employees must accept bid awards. Stability periods end when an employee is abolished or bumped. After an employee has been chosen to fill a vacancy, the Company will post, utilizing the automated system the name of the employee selected to fill the job and his seniority number.

Bids will be awarded on the basis of classification seniority per Article 8, paragraph (B). The employee bidding a vacancy and having the minimum qualifications as listed in paragraph (I) of this Article shall be awarded the job. Lead Mechanic positions where the senior bidder does not possess Lead seniority and Inspector positions where the senior bidder does not possess Inspector seniority, will be awarded through the Targeted Selection process.

The Company shall post a notice on the automated system if there was no successful bidder for a vacancy. If a vacancy is not filled within ninety (90) days and is still considered open, the vacancy shall be bid again using the Company's automated system.

Employees who are awarded bids will be moved to their new bid area within twenty-five (25) days, starting from the date of the bid award.

If, after the previously stated time limits have expired and, the

1 employee has not moved, he shall receive the rate of pay of the awarded
2 position, if higher, and the applicable overtime until he has moved to the
3 awarded job or he is awarded a second (2nd) bid or his original bid is
4 canceled.

5
6 2. Employees covered by this Agreement may bid for vacancies or
7 new jobs by using the Company automated system. If vacancies or new
8 jobs are to be posted, they will be posted on Monday and Thursday at 12:00
9 noon EST or EDT. Those vacancies will be available for the employee to
10 bid on from 12:00 noon on Monday through 12:00 midnight on Wednesday
11 for the Monday bids and through 12:00 midnight Saturday for the Thursday
12 bids. Employees bidding for more than one (1) vacancy or new job must
13 indicate their bids by preferential order. The Company will award the
14 vacancies and new jobs to the successful bidders by 12:00 noon on
15 Thursday for the Monday posting and by 12:00 noon on Monday for the
16 Thursday posting and will post the awards on the automated system for
17 access by the employees. Employees may rescind their bid at any time
18 before midnight on Wednesday for the Monday posting or 12:00 midnight
19 on Saturday for the Thursday posting. In addition, the Company may
20 cancel a vacancy at any time prior to its closing.

21
22 **3. Bids and Awards**

- 23 a. Positions posted on the automated bid system will list the
24 bid area, classification and station.
25
26 b. Realignment may take place any time a position is
27 posted on the automated bid system and may be prior to
28 the arrival of the successful bidder.
29
30 c. Employees awarded a position through an automated bid
31 will be assigned to a shift based on needs of service until
32 the next rebid occurs.
33

34 Note: The employee must contact their new station / department
35 for their shift assignment. Employees will be permitted to select
36 their days off within the assigned shift within one week of their
37 report date.
38

39 Example: Person / Department Action

40 Employee Retires from shift 1

41
42 Maint Admin Bids a job for station, bid area, mechanic.
43 (note: shift is not present)
44
45
46

| | | |
|----|--------------|--|
| 1 | City / Dept. | Moves the most senior mechanic with a shift / |
| 2 | | days off preference sheet on file, that has |
| 3 | | requested the shift and those days off, to shift |
| 4 | | 1. (i.e. from shift 2) |
| 5 | | |
| 6 | City / Dept | Moves the next most senior mechanic with a |
| 7 | | shift / days off preference sheet on file, that |
| 8 | | has requested the shift and those days off |
| 9 | | vacated by the employee above, to shift 2. |
| 10 | | (i.e. from shift 3) |
| 11 | | |
| 12 | Maint Admin | Awards the position with report date, to most |
| 13 | | senior qualified system bidder. |
| 14 | | |
| 15 | Employee | Contacts new station / department for shift |
| 16 | | assignment. |
| 17 | | |
| 18 | City / Dept | Assigns mechanic to the shift needed. |
| 19 | | |
| 20 | Employee | Bids preferred days off according to their |
| 21 | | seniority based on their assigned shift. |
| 22 | | |

23 **4.** Bid area as used in this Article shall mean, as example: Avionics
24 shop, Base Maintenance, Instrument shop, Line Maintenance, Sheet Metal
25 shop, etc. Work assignments in a bid area will be related to that bid area.

27 **5.** Following the processing of a bid for which there are no qualified
28 bidders, as outlined in paragraph (A), the Company will consider employees
29 in lower classifications who have submitted a request in writing, with a
30 copy to the Union, for promotion to higher classifications. Letters of request
31 are to be mailed, via U.S. mail, to the Maintenance Administrator, PIT, with
32 a copy to the Local Chairman, PIT. Employees should submit along with all
33 requests, a resume outlining any education and work related experience they
34 may consider pertinent to the position for which they desire to be
35 considered. They should also list any licenses or certificates they have
36 acquired which are related to the position. Employees must accept a
37 promotion they have requested and are awarded.

39 An employee who has on file, with the Maintenance
40 Administrator, PIT, a request for promotion to a higher classification in a
41 specific skill area or specified bid area and/or station will not be considered
42 for promotion to jobs outside that specific skill area or specified bid area
43 and/or station unless the employee resubmits a request for promotion to the
44 job which is posted.

45
46
47

1 Employees selected for consideration will be selected based on
2 their past work record, attitude and job performance; in addition to their
3 ability to meet the minimum qualifications. Where two (2) or more
4 employees meet the above standards and qualifications, seniority
5 accumulated while working in classifications covered by this Agreement
6 will determine the successful candidate. Employees bypassed on the basis
7 of seniority will be notified in writing of the reason(s) therefore. Employees
8 selected for promotion to a higher classification will be required to serve a
9 ninety (90) work day probationary period. In addition, any employee who is
10 promoted to Mechanic will be required to serve a ninety (90) work day
11 probationary period each time he is a successful bidder to a Mechanic's job
12 in another department or shop. Employees serving in these probationary
13 periods will not be allowed to bid any other jobs. Employees promoted will
14 be given a minimum of thirty (30) work days to prove they can perform the
15 work to the satisfaction of the Company.
16

17 Employees who fail to pass the probationary period prescribed above
18 will be returned to their previous job and will not be permitted to bid or be
19 upgraded to the same position in any location for a period of six (6) months.
20 Employees covered under the provisions of this Article who obtain an A &
21 P or other appropriate license will not be subject to further probationary
22 periods. Employees may be moved within their bid area for the purposes of
23 evaluation during their 90-day probationary period but must return to their
24 original bid assignment at the end of their probationary period.
25

26 **6.** Premium seniority within the respective classifications will be used
27 in the awarding of all premium jobs and next in line will be the senior
28 employee in the Basic Classification who has the minimum qualifications as
29 set forth in paragraph (I) of this Article except that Lead Mechanic positions
30 where no bidder possesses Lead seniority and Inspector positions where no
31 bidder possesses Inspector seniority, will be awarded through the Targeted
32 Selection process.
33

34 The senior bidder who has the qualifications required in paragraph
35 (I) shall be awarded the job. Employees bidding Premium Classification
36 jobs must hold seniority in the respective Basic Classification to be awarded
37 the position.
38

39 Employees in stability periods are not precluded from bidding to
40 Premium Classifications for seniority or for new jobs, if such jobs, by
41 classification, had not previously existed on a shift or in a shop, station or
42 department. Employees reduced or desiring consideration for promotion
43 working in the Lead Stock Clerk or Lead Utilityman classification will not
44 be precluded from such promotion or bidding into a higher classification for
45 which they do not hold seniority.
46
47

1 7. The Company may temporarily (i.e. thirty (30) work days or less)
2 upgrade a Mechanic to Inspector or Lead Mechanic on the basis of seniority
3 on the crew when one (1) of the following conditions exist:
4

- 5 a) Ratio is being maintained, but an Inspector, or Lead Mechanic
6 is absent and no overtime is being worked on the respective
7 crew.
8
- 9 b) An Inspector is absent and no overtime is being worked by the
10 inspection crew or the crew consisting of Lead Mechanics and
11 Mechanics.
12
- 13 c) For new jobs not expected to last more than thirty (30) work
14 days.
15
- 16 d) For permanent vacancies in the Lead Inspector, Inspector or
17 Lead Mechanic classification (i.e., upgrading during the
18 bidding period).
19

20 Stock Clerks and Utilitymen may be upgraded to Leads in their
21 classification under the same conditions as above.
22

23 Upgraded employees will receive a minimum of eight (8) hours
24 pay at the applicable rate for the higher classification. If the senior qualified
25 employee declines the job, the next senior qualified employee (and down
26 the roster) will be offered the job. It is understood that employees who are
27 upgraded will not work overtime in the higher classification if a permanent
28 Inspector or Lead Mechanic is available for overtime. Any employee
29 working a temporary job during the bidding period and who is the
30 successful bidder will accrue seniority from the date he started on the job.
31

32 In the event that all qualified employees refuse the upgrade, the
33 supervisor may lead, direct and assign those employees who are in excess of
34 the Lead to Basic Classification ratio. However, the supervisor's
35 involvement is limited to the foregoing and he is prohibited from
36 performing productive work.
37

38 **(B) Filling of vacancies for Maintenance Control Technicians**
39

40 Employees selected for consideration for Maintenance Control
41 Technician will be selected based on their past work record, attitude and job
42 performance, and ability to pass a written and/or oral exam (Department
43 Selection Process); in addition to their ability to meet the minimum
44 qualifications and/or preferred qualifications. The Company agrees that the
45 Union will have representation in the application of the Department
46 Selection Process. The Local Chairman, PIT will be notified of any vacancy
47 to be filled as it is posted on the system.

1 Employees selected will be required to serve a ninety (90) workday
2 probationary period, excluding all classroom training and will be subject to
3 an eighteen month stability period. Employees promoted will be given a
4 minimum of thirty (30) workdays to prove they can perform the work to the
5 satisfaction of the Company.
6

7 **1. PRIMARY VACANCY**
8

- 9
- 10 a. When the Company decides to fill any new or existing vacancy
11 such vacancy will be posted within MOC as a Primary
12 Vacancy. Maintenance Control Technicians who: 1. meet a
13 minimum qualification described herein; 2. have a minimum of
14 eighteen (18) months experience as a Company Maintenance
15 Control Technician; and 3. are not in a stability period; will be
16 eligible to submit a bid for the Primary Vacancy. The Primary
17 Vacancy will be awarded to the senior Maintenance Control
18 Technician who meets the above criteria.
- 19 b. Following any internal Primary Vacancy transfer as described
20 above, any secondary vacancy created by the Primary Vacancy
21 transfer award, which the Company decides to fill, will be filled
22 using the Departmental Selection Process as described in 2
23 below.
24

25 **2. DEPARTMENTAL SELECTION PROCESS**
26 **(SECONDARY VACANCY)**
27

- 28 a. The Company will establish an interview panel consisting
29 of one (1) MOC manager and one (1) MOC technician.
30 The panel members will attempt to reach a consensus on
31 each candidate's score for each rated area. If consensus
32 cannot be reached, the two (2) panel members' scores will
33 be averaged to determine the candidate's score.
34
- 35 b. The company will establish preferred qualifications as
36 follows:
37
- 38 1) Eighteen (18) months experience working in the
39 Company's Maintenance Control,
40 OR
41 2) Three (3) years working on the applicable fleet type.
42
- 43 c. Bidders for vacancies in MOC other than described
44 Primary Vacancy above will be considered for interviews
45 in the Department Selection Process. Where there are more
46 than ten qualified bidders meeting the minimum and
47 preferred qualifications, the ten (10) most senior candidates

1 will be considered for the vacancy in the Department
2 Selection Process. Where fewer than ten (10) bidders meet
3 the minimum and a preferred qualification, the Company
4 may consider additional candidates who met the minimums
5 in order to establish a total candidate pool of ten (10)
6 bidders maximum for consideration in the Department
7 Selection Process as follows;
8

- 9 1) MOC employees that meet the minimums and a
10 preferred qualification.
- 11 2) Other Mechanical and Related employees that
12 meet the minimums and a preferred
13 qualification.
- 14 3) MOC employees that meet the minimum
15 qualifications.
- 16 4) Other Mechanical and Related employees that
17 meet the minimum qualifications.
- 18 5) New employees that meet the minimum
19 qualifications.
20

21 NOTE: Where seniority is used to limit the applicant pool to ten (10)
22 candidates, MOC Seniority, time under the Agreement Seniority and
23 Company Seniority shall be used to sort applicants, in that order.
24

25 Example: Two (2) Maintenance Control Technicians meeting the minimum
26 and a preferred qualification, one (1) Mechanical and Related
27 employee that meeting the minimum and a preferred
28 qualification, two (2) Maintenance Control Technicians meeting
29 the minimum qualifications and twenty (20) Mechanical and
30 Related employees meeting the minimum qualifications apply for
31 a Maintenance Control Technician Vacancy. Only the five (5)
32 senior Mechanical and Related employees that meet the minimum
33 qualifications will be considered for the Department Selection
34 Process. Seniority will be determined per the note above.
35

36 d. The candidate with the highest score in the Department
37 Selection Process will be awarded the vacancy.
38

39 e. Candidates scores in the Department Selection Process
40 will remain on file for twelve (12) months following the
41 completion of their interview. This score may be used
42 should they apply for other vacancies in the same bid area
43 within this twelve (12) month period.
44
45
46
47

1
2
3 (C) **Filling of vacancies for Quality Assurance**
4

5 Employees selected for consideration for Quality Assurance will be
6 selected based on their past work record, attitude and job performance, and
7 ability to pass a written and/or oral exam (Department Selection Process); in
8 addition to their ability to meet the minimum qualifications and/or preferred
9 qualifications. After the Primary Vacancy process is completed, vacancies
10 in Quality Assurance will be posted through the Company COB process.
11

12 Employees selected will be required to serve a ninety (90) workday
13 probationary period, excluding all classroom training and will be subject to
14 an eighteen (18) month stability period. Employees promoted will be given
15 a minimum of thirty (30) workdays to prove they can perform the work to
16 the satisfaction of the Company. The Local Chairman, PIT will be notified
17 of any vacancy to be filled as it is posted on the system.
18

19 Quality Assurance Consultant Selection Eligibility Criteria. The
20 Local Chairman, PIT will be notified of any vacancy to be filled as it is
21 posted on the system.
22

23 **1. PRIMARY VACANCY**
24

- 25 a. When the Company decides to fill any new or existing
26 Quality Assurance Consultant vacancy such vacancy will
27 be posted within Quality Assurance as a Primary
28 Vacancy. Quality Assurance Consultants who: 1. Have a
29 minimum of eighteen (18) months experience as a
30 Company Quality Assurance Consultant; 2. Are not in a
31 stability period; and 3. Have a satisfactory work record
32 will be eligible to submit a bid for the Primary Vacancy.
33 The Primary Vacancy will be awarded to the senior
34 Quality Assurance Consultant who meets the above
35 criteria.
36
- 37 b. Following any internal Primary Vacancy transfer, if
38 any, as described above, any secondary vacancy created
39 by the Primary Vacancy transfer award or Senior
40 Quality Assurance Consultant vacancy, which the
41 Company decides to fill, will be filled as described in B
42 below.
43

44 **2. SECONDARY VACANCY**
45

46 The Company will establish an interview panel consisting of Quality
47 Assurance management and an equal number of trained Senior Quality

1 Assurance Consultant(s). The panel members will attempt to reach a
2 consensus on each candidate's score for each rated area. If consensus cannot
3 be reached, the panel members' scores will be averaged to determine the
4 candidate's score. Where there is significant disparity between the panel
5 member's scores which cannot be resolved by the panel, Human Resources
6 will resolve through another interview.
7

8 a. The company will establish preferred qualifications as follows:
9

- 10 1) Eighteen (18) months experience working in a Quality
11 Assurance capacity,
12 OR
- 13 2) Three (3) years working in a Lead Mechanic position or
14 higher or a management position in the Company
15 Maintenance Department,
16 OR
- 17 3) Associate Degree or higher in a related field,
18 OR
- 19 4) CASE/ASQ Certification,
20 OR
- 21 5) Valid A&P.
22

23 Employees may be credited with a maximum of (2) preferred qualifications.
24

25 b. Where there are more than ten qualified bidders meeting the
26 minimum and two (2) of the preferred qualifications, the Company
27 may limit the interviews as follows:
28

- 29 1) Quality Assurance Seniority,
- 30 2) Time under the Agreement Seniority,
- 31 3) Company Seniority,
- 32 4) New employees.
33

34 c. Where fewer than ten (10) bidders meet the minimum and two (2)
35 preferred qualifications, the Company may consider additional
36 candidates in order to establish a candidate pool for consideration
37 as follows:
38

- 39 1) Quality Assurance employees that meet the minimums and
40 one (1) preferred qualifications.
- 41 2) Other Mechanical and Related employees that meet the
42 minimums and one (1) preferred qualifications.
- 43 3) Quality Assurance employees that meet the minimum
44 qualifications.
- 45 4) New employees that meet the minimum qualifications and
46 one (1) preferred qualifications.
- 47 5) Other Mechanical and Related employees that meet the

1 minimum qualifications along with new employees that meet
2 the minimum qualifications.
3

4 Example: Two (2) Quality Assurance Consultants meeting the minimum
5 and preferred qualifications, one (1) Mechanical and Related
6 employee meeting the minimum and preferred qualifications, two
7 (2) Quality Assurance Consultants meeting the minimum
8 qualifications and twenty (20) Mechanical and Related employees
9 meeting the minimum qualifications apply for a Quality
10 Assurance Consultant Vacancy. Only the five (5) senior
11 Mechanical and Related employees that meet the minimum
12 qualifications will be considered for the Department Selection
13 Process. Seniority will be determined per B item 3 above.
14

- 15 d. The candidate with the highest score will be awarded the vacancy.
16 If two (2) or more candidates have the same score, the senior
17 candidate will be awarded the position.
18
- 19 e. Candidate scores will remain on file for twelve (12) months
20 following the completion of their interview. This score may be
21 used should they apply for other Quality Assurance Consultant
22 vacancies within this twelve (12) month period.
23
- 24 f. Quality Assurance Consultants may be temporarily upgraded to
25 Senior Quality Assurance Consultants based on the needs of
26 service, qualifications and seniority.
27
- 28 g. Bid area(s) will be established by the Company and Quality
29 Assurance Consultants may be cross-utilized between the bid areas
30
- 31 h. Employees selected for Quality Assurance Consultant positions
32 will begin accruing Quality Assurance Seniority from the day they
33 are awarded the position.
34

35 **(D) For filling vacancies for Maintenance Planning and Technical**
36 **Documentation Specialist**
37

38 Employees selected for consideration for Maintenance Planning or
39 Technical Documentation Specialist positions will be selected
40 based on their past work record, attitude and job performance, and
41 ability to pass a written and/or oral exam in addition to their ability
42 to meet the minimum qualifications and/or preferred qualifications.
43 The Local Chairman, PIT will be notified of any vacancy to be
44 filled as it is posted on the system.
45
46
47

1 Employees selected will be required to serve a ninety (90) work
2 day probationary period, excluding all classroom training and will
3 be subject to an eighteen month stability period. Employees
4 promoted will be given a minimum of thirty (30) workdays to
5 prove they can perform the work to the satisfaction of the
6 Company.
7

8 **1. BID AREA IMPROVEMENT**

9
10 Employees in bid areas with multiple shifts (i.e. daylight and
11 afternoon) and/or days off may file a transfer request to improve
12 their shift and/or days off within a bid area and location.
13 Improvement awards will be made to the senior employee with an
14 improvement bid on file at the time of the award. Following bid
15 area improvement any vacancy (which the Company decides to
16 fill) will be filled as follows:
17

18 **2. INTRA-DEPARTMENT TRANSFERS** (Excludes Senior 19 Positions) 20

21 Following Bid Area Improvement (where applicable), employees
22 in departments with multiple bid areas may file a transfer request
23 for any initial vacancy only in their department. Any vacancy
24 (which the Company decides to fill) will be awarded to the senior
25 employee in the department and classification that has a transfer
26 request on file at the time of the award, provided the employee
27 meets the minimum qualifications, is not in a stability or probation
28 period and has satisfactory attendance/performance. An employee
29 awarded a vacancy through the Intra-Department Transfer will be
30 subject to an eighteen (18) month stability period.
31

32 **3. DEPARTMENTAL SELECTION PROCESS**

33
34 Following any Bid Area Improvement and/or Intra-Department
35 Transfer as described in paragraphs A and B above, any
36 vacancy, Senior vacancy or Technical Documentation Specialist
37 vacancy (which the Company decides to fill) will be filled using
38 the Departmental Selection Process as described below.
39

- 40 a. The Company will establish an interview panel consisting of
41 Maintenance Planner/Material/Technical
42 Documentation management and an equal number of
43 trained Maintenance Planners, Material Planner, Material
44 Controller or Technical Documentation Specialist
45 employees or Seniors as applicable. The panel members
46 will attempt to reach a consensus on each candidate's
47 score for each rated area. If consensus cannot be reached,

1 the panel members' scores will be averaged to determine
2 the candidate's score. Where there is significant disparity
3 between the panel members' scores, Human Resources
4 will resolve through another interview.
5

- 6 b. The company will establish and list preferred
7 qualifications when the vacancy is posted. A and P
8 license will be considered as part of the preferred
9 qualifications for Senior Line Maintenance Planner
10 positions. Employees with previous Company senior line
11 maintenance planning experience will be considered as
12 meeting the preferred qualification described above to bid
13 for the position.
14
- 15 c. Where there are more than ten qualified bidders meeting
16 the minimum and two (2) of the preferred qualifications,
17 the Company may limit the interviews as follows:
18
- 19 1) Maintenance Planner/Technical Documentation
20 Classification Seniority,
 - 21 2) Time under the Agreement Seniority,
 - 22 3) Company Seniority,
 - 23 4) New employees.
24
- 25 d. Where fewer than ten (10) bidders meet the minimum and
26 two (2) preferred qualifications, the Company may
27 consider additional candidates in order to establish a
28 candidate pool for consideration as follows:
29
- 30 1) Maintenance Planner/Technical Documentation
31 employees that meet the minimums and one (1)
32 preferred qualifications.
 - 33 2) Other Mechanical and Related employees that meet
34 the minimums and one (1) preferred qualifications.
 - 35 3) Maintenance Planner/Technical Documentation
36 Specialist employees that meet the minimum
37 qualifications.
 - 38 4) New employees that meet the minimum
39 qualifications and one (1) preferred qualifications.
 - 40 5) Other Mechanical and Related employees that meet
41 the minimum qualifications along with new
42 employees that meet the minimum qualifications.
43
44
45
46
47

1 Example: Two (2) Maintenance Planner/Technical Documentation
2 Specialists meeting the minimum and preferred qualifications,
3 one (1) Mechanical and Related employee meeting the minimum
4 and preferred qualifications, two (2) Maintenance
5 Planner/Technical Documentation Specialists meeting the
6 minimum qualifications and twenty (20) Mechanical and Related
7 employees meeting the minimum qualifications apply for a
8 Maintenance Planner/Technical Documentation Specialist
9 Vacancy. Only the five (5) senior Mechanical and Related
10 employees that meet the minimum qualifications will be
11 considered for the Department Selection Process. Seniority will
12 be determined per B item 3 above.

- 13
- 14 e. The candidate with the highest score will be awarded the
15 vacancy. If two (2) or more candidates have the same
16 score, the senior candidate will be awarded the position.
- 17
- 18 f. Candidate scores will remain on file for twelve (12)
19 months following the completion of their interview. This
20 score may be used should they apply for other
21 Maintenance Planner/Technical Documentation Specialist
22 vacancies within this twelve (12) month period.
- 23

24 (E) Local preference for all classifications will govern all shift and
25 days off changes in all bid areas at all stations by respective classification.
26 Shift / Days Off Preference Sheets will be maintained within each bid area
27 and will be utilized for all changes of shifts and days off.

28

29 Realignment, redeployment and rebids for MOC, Inspector,
30 Quality Insurance, Mechanic, Stock Clerk and Utility will be accomplished
31 using the shift preference sheets as follows:

32

33 1. Shift / Days Off Preference Sheets will be sorted by classification
34 seniority. Each employee entering the department must complete their shift
35 / days off preference sheet and provide a copy to their supervisor and their
36 committee person. The preference sheet must be date stamped and signed
37 by both the employee and their supervisor. The preference sheet will be
38 utilized for all realignment / redeployment / rebids. The employee must
39 retain a copy of the signed shift / days off preference sheet for their records.

40

41 A minimum fourteen (14) days notice prior to the effective date of
42 a rebid is required. This notice will contain: the cut-off date for submitting
43 any changes to the shift / days off preference listing, the date of the
44 selection process and the effective date of the rebid. The new shift
45 breakdown, by position, and days off will also be provided. Positions
46 awarded as a result of the realignment / redeployment / rebid, must be
47 posted at least five (5) days prior to effective date of the schedule change.

1 Realignments may occur when there is no change in total staffing levels in a
2 bid area by classification, but there is a change in shift staffing level or start
3 times. Employees who are reduced or bumped may only exercise their
4 seniority in their current classification and bid area. Other employees in the
5 classification and bid area will be considered for the available vacancies
6 within the bid area in seniority order in their proper work classification
7 based on their Shift Days Off Preference Sheets on file at the time of the
8 realignment.

9
10 Redeployments may occur when there is a reduction in staffing
11 levels in a bid area by classification and a subsequent change in shift
12 staffing levels. All employees are affected and participate in competing for
13 the positions within the bid area in seniority order in their proper work
14 classification based on their Shift Days Off Preference Sheets on file at the
15 time of the redeployment.

16
17 Rebids will occur during the months of January, May and
18 September. The cut off for submitting/updating Shift Days Off Preference
19 Sheets may not be before the 1st of the month, and the effective date of the
20 Rebid may not be later than the 15th of the month.

21
22 Note: The realignment / redeployment / rebid will be completed by the
23 Company and the local Union Committeeman or shop steward.
24 Realignments / Redeployments can be completed as necessary based on
25 needs of service.

26
27 An employee must have a scheduled report date to their new bid
28 area prior to the cut off date for the shift selection process, to be eligible to
29 participate in the realignment / redeployment / rebid provided the employee
30 has submitted a shift / days off preference sheet.

31
32 Any changes received after the cut-off date will not be considered
33 for the current realignment / redeployment / rebid and will be held for the
34 next realignment / redeployment / rebid.

35
36 2. Station / Department - Redeploy / Rebid the Department - The
37 redeployment / rebid will be accomplished as follows: The new staffing
38 levels and the number of positions in the respective bid area, by shift and
39 classification will be posted locally. All remaining employees currently in
40 the affected bid area and classification will compete for the posted
41 positions. The shift / days off preference listing will be utilized to bid
42 positions for all employees. This will be completed in classification
43 seniority order.

44
45 3. Station / Department - Realign the Department - The realignment
46 will be accomplished using the shift / days off preference sheets.

1 (F) Realignment, redeployment and rebids for Aircraft Maintenance
 2 Planner, Material Planner, Material Controller and Technical
 3 Documentation will be accomplished as follows:
 4

- 5 1. When the Company determines, based on the needs of service,
 6 that a reduction of employees in a bid area at the location is
 7 needed and there is an equal or greater number of positions
 8 required in another bid area in that location, the Company may
 9 reallocate the manpower utilizing a local realignment. In the
 10 event of a local realignment, volunteers in the bid area with the
 11 overage will be moved in seniority order to the open positions.
 12 In the event there are insufficient volunteers, junior employees
 13 in the bid area with the overage will be moved.
 14
- 15 2. When a change in the allocation of staffing is required
 16 between bid areas and there is a reduction in headcount, the
 17 junior employees in the classification and location will be
 18 abolished. Other employees in bid areas where there exists an
 19 overage (who are not junior) will be allowed to bid in seniority
 20 order the vacancies created by the abolishment.
 21

22 (G) In the event no qualified employees bid the vacancy, no qualified
 23 furloughed employees are available or no qualified employees are available
 24 for promotion, the Company may hire a new employee for the vacancy or
 25 shall have the right to select filling such vacancy with any qualified
 26 employee at any location willing to accept transfer at the Company's
 27 expense.
 28

29 (H) The qualifications, which may be used in the filling of vacancies
 30 and new jobs, are as follows:
 31

| | |
|--|---|
| Maintenance Control Technician | Valid A&P license and one of the following: Four (4) years transport experience working aircraft mechanical systems; Or four (4) years military equivalent to transport experience working aircraft mechanical systems; Or four (4) years US Airways MOC/Part 121 carrier MOC experience |
| Maintenance Control (Avionics) Technician | Valid A&P license, one (1) year technical training or military equivalent on aircraft avionics systems, and four (4) years |

| | |
|---|--|
| | <p>transport or military equivalent experience working avionics systems; Or Valid A&P license and four (4) years MOC avionics desk experience; Or Valid A&P license and four (4) years of documented line or base avionics experience.</p> |
| <p>Inspector: -all avionics bid areas</p> | <p>Valid A & P license Or valid general radio telephone operator's license and eighteen (18) months experience in the Company's avionics shop.</p> |
| <p>Inspector: -Instrument shop</p> | <p>Valid A & P license Or valid general radio telephone operator's license and eighteen (18) months experience in the Company's instrument shop.</p> |
| <p>Inspector: -NDT</p> | <p>Valid A&P license and one (1) year aircraft mechanical experience.</p> |
| <p>Inspector: -Avionics shop -Instrument shop -NDT</p> | <p>Valid A&P license and two (2) year aircraft mechanical experience.</p> |
| <p>Lead Mechanic: -Line -Avionics bid</p> | <p>Valid general radio telephone operator's license and eighteen (18) months experience as a Company Line Avionics Mechanic</p> |
| <p>Lead Mechanic: -Avionics shop -Calibration shop</p> | <p>Valid general radio telephone operator's license and eighteen (18) months experience in the Company's Avionics shop or calibration lab.</p> |
| <p>Lead mechanic: -Instrument shop</p> | <p>Valid general radio telephone operator's license and one (1) year experience in the Company's instrument shop.</p> |
| <p>Lead Mechanic: -Ground Equipment Shop</p> | <p>High school education or equivalent and eighteen (18) months training in automotive/aircraft mechanical maintenance or one (1) year mechanical experience on aircraft or automotive equipment.</p> |
| <p>Lead Mechanic: -Line Maintenance</p> | <p>Valid A&P license and one (1) year Company Line Maintenance</p> |

| | |
|---|--|
| | mechanical experience. |
| Lead Mechanic: -Machine shop | One (1) year Company Machine shop experience. |
| Lead Mechanic: -Maintenance Check | Valid A&P license and one (1) year aircraft mechanical experience. |
| Lead Mechanic: -Plant Maintenance | High school education or equivalent and one (1) year mechanical experience on aircraft or automotive equipment or one (1) year commercial plant maintenance mechanical experience. |
| Lead Mechanic: -Plasma shop | One (1) year Company Plasma shop experience. |
| Lead Mechanic: -Plating shop | One (1) year Company Plating shop experience. |
| Lead Mechanic: -Tool room | Valid A or P license and one (1) year aircraft mechanical experience. |
| Lead Mechanic: -Weld shop | One (1) year Company Weld shop experience. |
| Lead Mechanic: -APU shop -Jet Repair Shop -Jet Assembly shop -Test Cell | Valid P license and one (1) year aircraft mechanical experience in the Company's APU, Jet repair, Jet assembly shops or Test Cell. |
| Lead Mechanic: -Electric shop -Base Maintenance -Hydraulic shop -Accessory shop | Valid A&P license and one (1) year aircraft mechanical experience. |
| Lead Mechanic: -Composite/Flight Control Shop | Valid A license and one (1) year experience in the Company's Composite shop. |
| Lead Mechanic. -Landing Gear/Flap Components Shop -Power Plant Shop -Metal shop -Seat shop -Sheet Metal shop- Slide shop -Trim shop -Wheel & Brake shop | Valid A license and one (1) year aircraft mechanical experience. |

1 Note: One year as an Inspector in a bid area will qualify as
 2 experience for the purposes of bidding a Lead Mechanic position in that bid
 3 area.
 4

5 Employees with less than one year with the Company may bid for
 6 posted Lead Stock Clerk vacancies and Lead Mechanic - line maintenance
 7 vacancies. Such bids will only be considered when no qualified bids are
 8 received.
 9

| | |
|---|--|
| Mechanic: -Electric shop | Valid A or P Or one (1) year experience in the repair/overhaul of electric/electronic equipment. |
| Mechanic: -Ground Equipment shop | Eighteen (18) months training in automotive/aircraft mechanical maintenance Or one (1) year mechanical experience on aircraft or automotive equipment. |
| Mechanic: -Instrument shop | Valid general radio telephone operator's license and one (1) year experience in the repair/overhaul of aircraft instruments or equivalent. |
| Mechanic: -Plant Maintenance | One (1) year mechanical experience on aircraft or automotive equipment Or one (1) year commercial plant maintenance mechanical experience. |
| Mechanic: -Machine shop | One (1) year experience in an accredited machine shop or a certificate of completion from an accredited vocational machine shop course and must satisfactorily demonstrate his qualifications by successfully completing a test, mutually agreed upon by the Company and Union, prior to acceptance into the Machine shop. |
| Mechanic: -Plasma shop | One (1) year experience in aircraft mechanical maintenance or eighteen (18) months training in aircraft mechanical maintenance or one (1) year experience in the |

| | |
|---|--|
| | Company's Machine or Weld shop. |
| Mechanic: -Test Cell | Valid P license or one (1) year aircraft mechanical experience in the Company's APU Jet Assembly or Jet Repair shops. |
| Mechanic: -Weld shop | One (1) year experience in welding of type and equipment utilized by the Company and must satisfactorily demonstrate his qualifications by successfully completing a test, mutually agreed upon by the Company and Union, prior to acceptance into the Weld shop. |
| Mechanic: -Line Maintenance -Maintenance Check | Valid A&P license. |
| Mechanic: -Avionics shop -Calibration Lab | Valid general radio telephone operator's license and eighteen (18) months mechanical experience in the repair and maintenance of avionics equipment or digital electronic components. |
| Mechanic: -Line Avionics | Valid general radio telephone operator's license and eighteen(18) months mechanical experience in the repair and maintenance of aircraft avionics systems, Or a valid A & P License and a valid general radio telephone operator's license or in lieu of an A&P license, have the experience necessary to obtain a repairman's certificate. |
| Mechanic: -Line Avionics | Valid general radio telephone operator's license and eighteen(18) months mechanical experience in the repair and maintenance of aircraft avionics systems, Or a valid A & P License and a valid general radio telephone operator's license or in lieu of an A&P license, have the experience |

| | |
|--|--|
| | necessary to obtain a repairman's certificate. |
| Mechanic: -APU shop -Battery shop -Base Maintenance -Hydraulic shop -Jet Assembly shop -Jet Repair shop -Landing Gear/Flap Components shop -Lavatory shop -Oxygen shop -Placard shop -Power Plant shop -Metal shop -Seat shop -Sheet Metal shop -Slide shop -Tool room -Trim shop -Wheel & Brake shop -Accessory shop -Composite/Flight Control shop - All other shops not listed | Eighteen (18) months training in aircraft mechanical maintenance or one (1) year experience in aircraft mechanical maintenance. |
| Lead Interior Mechanic | Airframe License or Repairman Certificate or satisfaction of eligibility requirements for Repairman Certificate and one (1) year Company experience. |
| Interior Mechanic | Airframe license Or Repairman Certificate Or satisfaction of eligibility requirements for Repairman Certificate. |
| Senior Quality Assurance | Three (3) years experience in the Consultant Company's Quality Assurance group. |
| Quality Assurance | Three (3) years Aviation Maintenance Consultant related experience. |
| Lead Stock Clerk | One (1) year Company Stock Clerk experience. |
| Stock Clerk/Driver | CDL License, High school education or equivalent or one (1) year experience in store room, |

| | |
|---|---|
| | or material handling and a valid medical certificate <u>per Department of Transportation regulations.</u> |
| Stock Clerk/Stores | High school education or equivalent or one (1) year experience in store room or material handling and a valid medical certificate per Department of Transportation regulations. |
| Senior Technical Documentation Specialist | Two (2) years experience as a Company Technical Documentation Specialist. |
| Technical Documentation Specialist | High School Diploma or equivalent, demonstrated writing skills and knowledge of Federal Aviation Regulations and Procedures and one (1) of the following; a valid A&P license or two (2) years experience in aircraft mechanical maintenance. |
| Senior Maintenance Planner | Two (2) years experience as a Company Maintenance Planner (including EO/CD and AD positions). |
| Senior Maintenance Planner -Material Controller | Two (2) years experience as a Company Material Controller. |
| Senior Maintenance Planner -Material Planner | Two (2) years experience as a Company Material Planner. |
| Material Planner – Aircraft -Component/Power Plant shop -Shop/Component Material -Base/Base Support shop -Base Material -Line Maintenance Planning -Line Maintenance Planning Support -Maintenance Planner – Material Controller -Maintenance Planner – Material Planner | High School Diploma or equivalent and one (1) of the following; Certificate of completion of accredited aircraft maintenance school, possess a two (2) year college degree in a aircraft maintenance field, one (1) year experience in material management or two (2) years experience in an aircraft maintenance and/or flight operations/logistics field. |

1
2
3
4
5

1 Aircraft mechanical experience under this Article includes all
2 aircraft related bid areas. The following bid areas: Avionics shop,
3 Calibration Lab, Ground Equipment shop, Instrument shop, Machine shop,
4 Plant Maintenance, Planners, Plasma shop, Plating shop and Weld shop are
5 not aircraft mechanical qualifying bid areas.
6

7 Failure to pass the proficiency test in the following shops: Machine and
8 Weld shall restrict an employee from bidding into the respective shop for
9 six (6) months.
10

11 Qualifications under this Agreement are to be determined by work
12 experience as indicated on the hiring application, military records or
13 accredited training or educational experience. An employee may submit
14 updated work experience to the Company for consideration for
15 qualifications under the agreement. The Company will notify the employee
16 within thirty (30) days of the approval/disapproval of the updated work
17 qualifications.
18

19 For purposes of this Article, one (1) year of experience is understood to be
20 the standard two thousand, eighty (2,080) work hour year and eighteen (18)
21 months of training is understood to be one thousand, six hundred twenty
22 (1,620) classroom hours unless otherwise specified.
23

24 **(I)** If the successful bidder for a job is located at a station other than
25 the station where the job is to be filled, the Company will furnish free space
26 available, Company business transportation for the employee and space
27 available transportation for his dependents, to the extent permitted by law,
28 from the point from which he is transferring to the location of the job.
29

30 All other expenses incident to a transfer shall be borne by the employee
31 unless the job fails to continue for six (6) months, in which case all
32 reasonable and normal moving expenses both to and from the location will
33 be borne by the Company. And if the job fails to continue for one (1) year,
34 all normal moving expenses will be borne by the Company to the next point
35 on the system where he becomes located.
36

37 **(J)** Seniority of the successful bidder shall begin on the day following
38 the closing of a bid provided, that in order to accrue seniority in a Premium
39 Classification, the employee must be able to accept such work assignment
40 within thirty (30) work days and must not voluntarily bid from such
41 classification during the first (1st) one hundred eighty (180) days after being
42 awarded the job.
43

44 The new rate of pay, if higher, shall begin on the date the employee actually
45 starts work in the new position, or on the twenty-fifth (25th) day after the
46 award of the bid, whichever occurs first.
47

An employee who will not be available to bid on a Premium Classification

1 for which he is qualified under this Article because of being on an
2 authorized absence will be considered for a Premium Classification award
3 provided he processes a bid via the Company automated system.
4

5 **(K)** No employee will be given a permanent transfer of domicile
6 against his wishes. The Company may assign employees to work for which
7 they are qualified to any shift with a start time within one hour of their
8 scheduled start time not to exceed a period of twelve (12) work days. The
9 needs of the service shall dictate when transfers shall be made, and no
10 arbitrary transfers shall be affected. For transfers in excess of one (1) full
11 shift employees shall receive written notice of the expected duration of the
12 transfer.
13

14 **(L)** It is agreed that Company Policy is to offer employees hereunder
15 an opportunity to fill related supervisory vacancies when deemed practical
16 and the efficiency of operation is not handicapped. All employees desiring
17 consideration for supervisory positions may feel free to advise the
18 management of such desire for consideration in writing.
19

20 It is the Company's intent to continue to select on-the-job
21 instructors from employees covered by this Agreement. It is the Company's
22 further intent to offer vacancies in these positions to employees with one (1)
23 or more years seniority. Vacancies in the Maintenance Planning and
24 Technical Documentation areas will be filled through the Department
25 Selection Process per paragraph (D) above.
26

27 **(M)** If a Utility or Stock Clerk vacancy is not filled pursuant to Article
28 9, paragraph (A) 2., Mechanics or Stock Clerks on furlough will be
29 considered for any such vacancies for which they have a request on file.
30 Mechanics or Stock Clerks awarded such vacancies will be paid the
31 applicable Utility or Stock Clerk rate while performing work in that
32 classification, and will be considered probationary in that classification for
33 the first ninety (90) days. Upon recall to the Mechanic or Stock Clerk
34 classification, they shall continue to accrue seniority in the Utility or Stock
35 Clerk classification whether or not they have completed probation in the
36 lower classification.
37
38

ARTICLE 10.
LEAVES OF ABSENCE

1
2
3
4 (A) When the requirements of the service will permit, any employee
5 shall, upon proper application and approval of the Company, be granted a
6 leave of absence, in writing, for a period of not to exceed ninety (90) days.
7 Under such leaves, the employees shall retain and continue to accrue
8 seniority.
9

10 Requests for leaves of absence shall be submitted to the Company
11 in writing through the Local Committee, who shall recommend approval or
12 disapproval with reasons therefore. Should the Company and the Local
13 Committee disagree on the disposition of the request, they shall jointly
14 discuss the matter without delay, but final decision shall be the Company's
15 responsibility, if mutual agreement cannot be reached.
16

17 (B) Such leave or leaves may be extended for additional periods not to
18 exceed ninety (90) days when requested on an official leave of absence
19 form and such request is approved by both the Company and the Union in
20 writing.
21

22 (C) Employees accepting full time employment with the Union shall,
23 during such employment, be granted an indefinite leave of absence by the
24 Company. Such leave will not affect the seniority status of the employee.
25 The employee selected as System General Chairman shall have all
26 employee's benefits, continue in effect during his leave of absence.
27

28 (D) Any employee who has exhausted all sick leave, and continues to
29 be absent due to sickness or non-occupational injury in excess of fourteen
30 (14) calendar days, will be placed on medical leave of absence using the
31 standard leave of absence form, and must present proper medical
32 documentation detailing reason(s), physical limitations, time limits, etc.
33

34 An employee granted an indefinite medical leave, which does not
35 detail time limits, shall at the end of the first one hundred twenty (120) day
36 period reconfirm his sickness or physical disability. If the sickness or
37 disability continues, the employee is required to reconfirm his medical
38 condition at the end of each one hundred twenty (120) day period.
39

40 Employees on sick leave, personal leave, education leave,
41 authorized Union business leave, medical leave of absence, or occupational
42 injury leave for more than ninety (90) work days will return to work in
43 accordance with the provisions of paragraph (E) of this Article.
44

45 An employee applying for an educational leave of absence must
46 specify the entire period of time he plans to remain on such leave in order to

1 obtain the desired education and, if the leave is granted, any return prior to
2 specified time requested shall be to a vacancy filled per Article 9, paragraph
3 (A). An employee granted an educational leave of absence shall continue to
4 accrue seniority during the first ninety (90) days of such leave. For
5 educational leaves in excess of ninety (90) days, the employee shall retain
6 but shall not accrue seniority.
7

8 An employee granted an educational leave of absence shall advise
9 the Company and the Union ten (10) days in advance of his intention to
10 return.
11

12 (E) An employee returning from an authorized leave of absence, or
13 extension thereof, will be returned to the Bid Area and Shift held when the
14 leave was granted. If the job no longer exists, or has been filled by a more
15 senior employee, he shall exercise his seniority within his bid area by
16 bumping the junior employee in the bid area. In the event that a returning
17 employee causes another employee to be bumped, the junior employee on
18 the overage shift will be required to bump the junior employee in the bid
19 area.
20

21 (F) Any employee on personal, medical, or occupational leave of
22 absence, of more than seven (7) consecutive calendar days, engaging in
23 gainful employment not provided for in paragraph (C) of this Article
24 without written permission from the Company and the Union, or engaging
25 in activities which may bring discredit to the Company or its employees,
26 shall be deemed to have resigned and his name stricken from the seniority
27 roster.
28

29 (G) Employees will receive a maximum of eighty (80) hours free from
30 duty within a fourteen (14) calendar day period in a calendar year for annual
31 reservist training except with appropriate reserve orders an employee's
32 annual reserve training may be two separate one week periods with each
33 period a maximum of forty (40) hours within a seven (7) day period. Such
34 leave will not count against the employee's vacation. The Company will
35 pay the employee the difference between his regular pay and the amount
36 received from the military. Employees will be required to provide the
37 Company with a copy of their reserve training orders and will be required to
38 submit to the Company proof of the amount of pay received from the
39 military within fourteen (14) days after the employee returns. This amount
40 (excluding expenses) will be deducted from the employee's next paycheck.
41

42 (H) Any employee elected or appointed to a full-time governmental
43 office (i.e., Federal, State, Local) will be granted a political leave of absence
44 not to exceed the term of office, or subsequent reelection or reappointment.
45 The application for a political leave must be made in writing to the
46 Company, with a copy to the Union. An employee granted a political leave
47 will retain and accrue classification seniority for the period of the leave,

1 however, no other Company benefits or privileges will be granted or
2 accrued, nor will time on political leave constitute continuous service for
3 pension plan benefits. Employees granted a political leave must give thirty
4 (30) days notice of intent to return.
5

6 **(I)** Employees not returning from any leave (except Military, Union or
7 Government) within three (3) years will be deemed to have resigned from
8 their position. Note: this provision does not apply to furloughs.
9

ARTICLE 11.
VACATION WITH PAY

(A) All employees hereunder who have been with the Company for one (1) year or more as of January 1, will be entitled to an annual vacation of one (1) week minimum with pay.

Vacation accrual for any employee who has more than twelve (12) months service will be one-twelfth (1/12) per month of appropriate vacation allotment.

In order to accrue vacation for the month, employees must be in an active pay status for ten (10) or more work days in a month if regularly scheduled to work five (5) days a week, or employees must be in an active pay status for eight (8) or more work days in a month if regularly scheduled to work four (4) days a week. Employees receiving Severance Allowance do not accrue vacation.

Vacation compensation will be based on the classification the employee occupies during his vacation period. Employees who have been with the Company less than twelve (12) months as of January 1, will be entitled to vacation in accordance with the following schedule:

Complete Months of Service as of January Hours Vacation

| | | |
|-----------|----|-------|
| 1 Month | 8 | Hours |
| 2 Months | 8 | Hours |
| 3 Months | 8 | Hours |
| 4 Months | 16 | Hours |
| 5 Months | 16 | Hours |
| 6 Months | 16 | Hours |
| 7 Months | 24 | Hours |
| 8 Months | 24 | Hours |
| 9 Months | 32 | Hours |
| 10 Months | 32 | Hours |
| 11 Months | 40 | Hours |
| 12 Months | 40 | Hours |

(B) Vacation allowances are as follows:

| <u>Completed</u> <u>Years of Service</u> | <u>Vacation Allowance</u> <u>in Work Hours</u> |
|---|---|
| 1 | 80 |
| 5 | 120 |
| 12 | 160 |
| 25 | 200 |

1 It is understood that vacation accruals shall be due from January
2 1, after the employee completes required specified years of service period.

3 (C) Employees will be permitted to select their vacation in a shop,
4 station, or department in which they are employed in accordance with their
5 length of service under this Agreement. Where mutually agreed between the
6 Company and the Local Committee, vacations may be selected by other
7 than shift in a shop, station or department. The three (3) basic shifts will be
8 recognized for vacation selection purposes.

9 1. The Company will submit to the Union at each shop, function
10 and location by October 15th the vacation schedule for the succeeding year.
11 Employees may reserve up to one hundred twenty (120) hours of earned
12 vacation to be taken one (1) or more days at a time (DAT). Any changes to
13 the number of DAT's the employee had the previous year must be made by
14 midnight, November 1st. Employees who do not elect to change the number
15 of DAT's will have the same number of DAT's as in the previous year.
16 Employees will have up to December 1st to choose vacation periods, and
17 the Company shall post the vacation assignments as indicated from the
18 employee's preferences by December 20.
19

20 2. Excluding MOC, QA, Planner and Tec Doc. The Company
21 will allow a minimum of one (1) employee off for every forty (40) weeks
22 accrued vacation in a job classification by shift. For example: One (1) to
23 forty (40) weeks, one (1) employee will be off; forty-one (41) to eighty (80)
24 weeks, two (2) employees will be off, etc. (Leads will be included in their
25 Basic Classification as follows: (1) Inspector, (2) Lead Mechanic -
26 Mechanic, (3) Lead Stock Clerk -Stock Clerk, (4) Lead Utilityman -
27 Utilityman). However, Leads will bid vacation on a separate list when the
28 total Lead vacation accrual on a basic shift within a bid area is twenty (20)
29 weeks or more. When Leads are bid on a separate list all Lead vacation
30 periods designated for DAT will be included for purposes of establishing
31 the allowable number or employees off under the one (1) to forty (40) ratio.
32 Where the Company elects to make additional vacation weeks available
33 above the one (1) to forty (40) ratio, such weeks will be posted subject to
34 the needs of service.
35

36 3. Excluding MOC, QA, Planner and Tec Doc. The first eighty
37 (80) hours of vacation designated as DAT each year will not be included,
38 for the purpose of establishing the allowable number of employees off,
39 under the one (1) to forty (40) week ratio. It is further agreed that a single
40 list will be utilized for vacation bidding when the total accrued weeks
41 within the above job classifications in any shop, function or location do not
42 total forty (40) weeks.

1 4. The vacation selection ratio finalized on December 1, shall not
2 be revised unless an increased complement of employee vacation weeks
3 exceeds the remaining open vacation weeks for the year.
4

5 5. An employee may split vacation in periods of not less than one
6 week consistent with vacation scheduling. This selection must be made in
7 between normal days off. Once the initial list has been finalized, an
8 employee may be permitted to take five (5) consecutive days of vacation
9 over the period of two (2) different workweeks, provided a written request
10 is submitted thirty (30) days prior to the vacation period and the vacation
11 ratio is maintained in both weeks.
12

13 6. Any employee wishing to use DAT vacation must provide the
14 Company with no less than five (5) days and no more than fourteen (14)
15 days written notice. The granting of DAT vacation will be made no more
16 than seven (7) days nor less than five (5) days before the day requested off.
17 The Company will grant DAT vacation and compensatory days off requests
18 up to the vacation ratio, as described in this Article. When more than one
19 employee seeks DAT vacation, seniority under the Agreement will govern.
20 Once granted, senior employees will not be permitted to take DAT days
21 already awarded to a junior employee. If an employee gives less than the
22 required five (5) day notice and/or makes a request, which exceeds the ratio,
23 the Company may, at its sole option, grant the DAT vacation request. (Also
24 see Article 17, paragraph (M) 16.)
25

26 7. DAT days may be taken in half (1/2) day increments.
27

28 8. An employee will not be granted DAT vacation on a holiday,
29 regular day off (RDO), or during a bid vacation period.
30

31 9. If a Lead/Senior is granted DAT vacation, the Company may
32 upgrade, subject to the terms of the Agreement, a Mechanic (or other
33 employees as may be appropriate) to replace the Lead/Senior for the day
34 vacation period.
35

36 10. Any DAT vacation which has not been used by the end of the
37 calendar year will be paid to the employee no later than the fourth (4th) pay
38 period of the following year.
39

40 11. Comp days may be taken in half (1/2) day increments based
41 on the needs of service as determined by the Company.
42

43 **(D) Maintenance Control Technicians** 44

45 1. In MOC, sufficient vacation slots will be made available for
46 Maintenance Control Technicians to take accrued vacation based on the
47 needs of service. Vacation weeks that become available after the

1 vacation bidding process has been completed may be requested and
2 awarded based on seniority.

3
4 2. Subject to the requirements of the Company, employees covered
5 by this agreement will select their vacation in MOC in accordance with
6 length of service under this agreement. Every effort will be made to allow
7 all vacations during desirable months. Vacation may be taken one (1) week
8 at a time.

9
10 **(E) Quality Assurance Consultants**

11
12 1. In Quality Assurance, sufficient vacation slots will be made
13 available for Quality Assurance Consultants to take accrued vacation based
14 on the needs of service. Vacation weeks that become available after the
15 vacation bidding process has been completed may be requested and
16 awarded based on seniority.

17
18 2. Subject to the requirements of the Company, employees
19 covered by this agreement will select their vacation in Quality Assurance in
20 accordance with length of service with the Company. Every effort will be
21 made to allow all vacations during desirable months. Vacation may be taken
22 one (1) week at a time.

23
24 **(E) Planner / Technical Documentation Specialists**

25
26 1. In Maintenance Planning, Material Planning, Material Control and
27 Technical Documentation, sufficient vacation slots will be made available
28 for Aircraft Maintenance Planners, Material Planners, Material Controllers
29 and Technical Documentation Specialists to take accrued vacation based on
30 the needs of service. Vacation weeks that become available after the
31 vacation bidding process has been completed may be requested and
32 awarded based on seniority.

33
34 2. Subject to the requirements of the Company, employees covered
35 by this agreement will select their vacation in accordance with
36 Classification seniority. Every effort will be made to allow all vacations
37 during desirable months. Vacation may be taken one (1) week at a time.

38
39 **(G)** Vacation and compensatory time accrued through the last day of
40 work will be paid to any employee leaving the service of the Company
41 because of retirement, reduction in force, resignation, discharge, personal
42 leave, educational leave or for military service. Any employee on active
43 military leave in lieu of pay, may bank accrued vacation for up to a
44 maximum of one (1) year's accrual. Employees who elect to bank vacation
45 under these provisions must take the banked vacation in the year of their
46 return where practicable. Where not practicable banked vacation must be
47 taken in the year following their return to work. Block vacation not used

1 will be forfeited. In case of the death of an employee, the amount due shall
2 be paid to his legal heir or representative.
3

4 **(H)** Regularly scheduled days off or recognized holidays at the
5 beginning or end of a vacation period will not be considered as part of the
6 vacation period, but if recognized holidays fall within an employee's
7 vacation period, the following options are available:

8 1. Receive holiday pay for holiday(s) and extend vacation by
9 applicable number of day(s), or

10
11 2. Receive no holiday pay for holiday(s), extend vacation by
12 applicable number of day(s) and bank applicable number of
13 compensatory day(s), or

14
15 3. Receive vacation pay on holiday(s), do not extend vacation
16 and bank applicable number of compensatory day(s).
17

18 4. Extensions will occur on the first regularly scheduled work
19 day(s) following the vacation period unless local management
20 approves granting the extension on the last regularly scheduled
21 work day(s) before the vacation period.
22

23 5. Extensions of vacation resulting from this provision will not
24 be counted toward the allowable number of employees off, as
25 described in this Article.
26

27 **(I)** Requests for vacation leave will be granted, so far as possible, on
28 the basis of seniority at the shop, function or location. However, senior
29 employees will not be permitted to take vacation leave already awarded to a
30 junior employee.
31

32 **(J)** Employees shall be given vacation pay prior to taking vacation if
33 requested, provided the employee makes application in writing to his
34 immediate supervisor at least two (2) weeks prior to starting vacation.
35

36 **(K)** Excluding MOC, QA, Planner and Tec Doc. The Company will
37 make every effort, consistent with the needs of the service, to allow
38 employees required to move to a different shop, station, or department as a
39 result of a reduction in force, to take the vacation period they had in their
40 previous bid area.
41

42 The Company will permit employees moving to a different shift
43 within their bid area to take their previously bid vacation period to their new
44 shift.
45

46 Bid Vacation periods may not be cancelled unless another vacation
47 period can be simultaneously awarded. Employees who continue to be out

1 on sick and/or OJI Leaves who have accrued unused vacation will be placed
2 on vacation by the Company so that their vacation will be exhausted just
3 prior to the years end since unused block vacation can no longer be carried
4 over.

5
6 **(L)** Any employee on vacation will not have his job bid and will
7 remain status quo on the overtime list.

8
9 **(M)** Excluding MOC, QA, Planner and Tec Doc. Vacation week
10 vacancies that become available, after the normal bidding cycle is complete,
11 as a result of bid awards, exercise of seniority, leave of absence, or selection
12 change shall be posted within the shop, station, or department on the
13 Wednesday immediately following such change for a period of seven (7)
14 calendar days. An employee entering a shop, station, or department, who
15 has not yet moved, may bid and be awarded available vacation week
16 vacancies provided the available vacation week(s) begins on or after the
17 report date of the new assignment. At the close of such period the bid will
18 be awarded to the successful senior bidder. It is further understood that
19 should the vacation ratio be exceeded for any reason, the vacation period
20 will not be posted or considered open.

21
22 **(N)** The last week in a year shall be treated as follows for vacation
23 scheduling. If the week (Sunday through Saturday) has a majority of days
24 within the current year, the entire week will be added to the current year for
25 vacation selection. If the week has a majority of dates during the following
26 year, the entire week will be available for vacation selection during the
27 following year.

28
29 **(O)** Employees are required to exhaust all paid leave, including
30 vacation available for use during the current year prior to being placed on
31 unpaid medical leave for non OJI approved FMLA and/or unpaid medical
32 leave. Employees may not use sick leave to supplement OJI but may use
33 vacation for FMLA OJI and may use vacation for non FMLA OJI.

34
35
36 **(P)** Priority for granting DAT vacation time-off will be as follows:
37 DAT then compensatory day.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

ARTICLE 12.
SICK LEAVE, PREMIUMS AND BONUSES

(A) Employees with more than one (1) month service with the Company will accrue eight (8) hours of sick leave credit for each month (excluding the months of June and October) of continuous service up to a maximum of one thousand, six hundred (1600) hours credit.

(B) Employees on sick leave shall receive their sick leave compensation for the time accrued to their personal sick leave credit on the regular established pay days. The first day of each sick occurrence will be paid at fifty percent (50%) of the employee's scheduled hours and decremented at fifty percent (50%) from the employee's available sick bank hours. Employees who have seventy-five (75) or more days in their sick bank on the date of the sick leave occurrence will be paid one hundred percent (100%) and one hundred percent (100%) will be deducted from their sick bank. Employees hospitalized overnight will have applicable sick day paid at one hundred percent (100%) and one hundred percent (100%) will be deducted from their sick bank. Employees must be in an active pay status for ten (10) or more work days in a month if regularly scheduled to work five (5) days a week, or employees must be in an active pay status for eight (8) or more work days in a month if regularly scheduled to work four (4) days a week in order to accrue sick leave for the month. Employees receiving Severance Allowance do not accrue sick leave.

(C) After an illness, the number of days paid will be charged against the accumulated days and one (1) day credit for each succeeding month, excluding the months of June and October, of continuous service shall again be credited to the employee until the total credit again reaches one thousand, six hundred (1600) hours. Sick leave usage within a pay period will be reflected on the employee's pay stub.

The Company will provide a sick leave balance on employee pay stubs. The seniority roster will show accumulated sick leave credits.

Employees who have more than one thousand, six hundred (1600) hours in their sick bank as of September 29, 2008, will be grandfathered and will not accrue sick leave until such time their sick leave bank drops below one thousand, six hundred (1600) hours.

(D) It is the responsibility of the employee absent from work because of illness to immediately report such absence and reasons therefore to his immediate supervisor or any other locally Company approved reporting method.

(E) The employees and the Union recognize their obligation of being truthful and honest in preventing unnecessary absences or other abuses of

1 sick leave privileges. Employees may be required to present confirmation
2 of illness and the Company reserves the right to require, when in doubt of a
3 *bona fide* claim a physician's certificate to confirm such sick claim.
4 Employees who abuse sick leave privileges may be subject to disciplinary
5 action by the Company.
6

7 (F) A Relief Lead will be an employee who will be required to relieve
8 on a shift basis to cover for absences of Leads or Basic Classifications. A
9 Relief Lead will be assigned to a permanent shift when not relieving and
10 will not be assigned to any other shift without a five (5) day notice.
11

12 (G) Employees working the afternoon or night shift shall be paid shift
13 premium for all hours worked as follows:
14

| <u>Starting Times</u> | <u>Shift Premium</u> |
|----------------------------------|----------------------|
| 17 Afternoon – 0900 through 1959 | \$.51 |
| 18 Midnight – 2000 through 0559 | \$.58 |
| 19 Rotating/Relief | \$.61 |

20

21 An employee whose assignment is rotating to cover for shift relief
22 or days off will be paid a premium for all hours worked during the week. A
23 Relief Lead will be an employee who will be required to relieve on a shift
24 basis to cover for absences of Leads or Basic Classifications. A Relief Lead
25 will be assigned to a permanent shift when not relieving and will not be
26 assigned to any other shift without a five (5) day notice.
27

28 No Maintenance Control Technicians, Inspectors, Mechanics, Stock Clerks
29 or Utility employee shall be required to work more than two (2) different
30 shifts during a rotating or relief assignment.
31

32 (H) Inspectors, Lead Mechanics, (except for Plant Maintenance, GSE,
33 and Interior Mechanic bid area), Line Mechanics, Maintenance Control
34 Technicians, Base, Base Shop, Final Engine Assembly, Technical
35 Documentation Specialist and Senior Line Maintenance Planners who hold
36 and thereafter continue to hold any of the following licenses shall be paid as
37 follows:
38

- 39 1. Two dollars and twenty-five cents (\$2.25) per hour for each
40 license (A&P only). Effective the first day of the first pay
41 period following July 19, 2014. Employees will be paid a
42 maximum of two (2) licenses.
43
- 44 2. Employees with previous Company Senior Line Maintenance
45 Planning experience will be considered as meeting the
46 preferred qualification for Senior Line Maintenance Planner.
47

1 Valid FAA Mechanic Certificate with an Airframe or Power
2 plant rating -- each rating considered as one (1) license.

3
4 FCC General Radio license will be considered two (2)
5 licenses. Pay for FCC only applies to mechanics working in a
6 line avionics function.

7
8 3. Inspectors will receive a premium of seventy-five cents (\$.75)
9 per hour effective July 21, 2014.

10
11 4. Stock Clerks will receive a premium of forty-five cents (\$.45)
12 per hour effective July 21, 2014.

13
14 Should there be any change by the Government during the life of
15 this Agreement in F.A.A. license requirements, or should the Government
16 require further licenses from employees, all employees affected shall be
17 given at least six (6) months from the effective date of change to obtain
18 such licenses without change in status or pay.

19
20 **(I)** Employees are required to exhaust all paid leave, including
21 vacation available for use during the current year prior to being placed on
22 unpaid leave for non OJI approved FMLA and/or unpaid medical leave.
23 Employees may not use sick leave to supplement OJI but may use vacation
24 for FMLA OJI and may use vacation for non FMLA OJI.

25
26 **(J)** Employees are not eligible for sick pay on a designated holiday.
27 Holiday as used in this Article is defined as the twenty-four (24) hour
28 period beginning with the employees regular scheduled shift.
29

ARTICLE 13.
TRANSPORTATION

1
2
3
4 (A) Employees and their immediate family will be granted the same
5 transportation privileges on the Company's system as may be established by
6 Company regulations for all personnel.
7

8 (B) The Company will provide Space Positive Travel to Company
9 employees and retirees on permanent full-time Union business as follows:
10

11 The Company will authorize reasonable space positive travel (on a
12 self-book basis) for up to seven (7) union officials, providing that:
13

- 14 ▪ Such officials are employees or retirees of the Company,
- 15 ▪ Are on full time Union Leave, and
- 16 ▪ Where the majority of their Union duties are related to the
17 Company.
18
19
20

21 Such Space Positive travel is only authorized where the purpose of
22 the travel is all or substantially all related the Company. Space Positive
23 travel is not authorized for commuting, or any Union business including but
24 not limited to training and union conventions. Officials authorized Space
25 Positive travel will be required to complete a monthly summary (no later
26 than ten (10) days from the close of the previous business month) detailing
27 all Space Positive travel in the applicable month.
28

29 (C) Employees laid off and not having sufficient seniority to entitle
30 them to a job at some other point on the system, and who desire to seek
31 employment elsewhere will, upon application within one hundred twenty
32 (120) days from the date of their lay-off be granted one (1) free space
33 available pass on the Company's system.
34

35 Employees involuntarily furloughed on or after September 1, 2001,
36 will receive on-line non-revenue travel privileges for themselves and
37 eligible family members while on furlough for a period not to exceed three
38 (3) years following their last day of active service.
39

40 (D) Free and reduced rate on-line transportation will be provided in
41 accordance with Company Policy.
42

43 (E) Quality Assurance Consultant's travel profile will be updated to
44 reflect the authority to travel space positive for company business
45 within thirty (30) days of the completion of his probationary
46 period. Positive Space Travel and ticketing will be arranged by the
47 Company prior to the employee's travel profile being updated.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

ARTICLE 14.
GRIEVANCE PROCEDURE

(A) The representation for the effective handling of grievances and disputes between the parties under this Agreement shall be:

1. The Union will be represented by a properly designated committeeman in each department or point on the system.

2. The Union will be further represented at each point where Local Lodges exist by a Local Committee consisting of three (3) members elected by the Local membership; one of whom will be known as the Local Chairman. This Committee will deal with officials of the Company together with, or through the General Chairman, or other accredited representatives of the Union. The Local Chairman and one (1) committeeman at the Pittsburgh Maintenance Base will devote one hundred percent (100%) of their time to authorized Union business and shall be compensated at rates of pay applicable to their classification by the Company. Committeemen shall be allowed whatever time is required for authorized Union business during working hours, consistent with the needs of the service and shall be compensated for such time at their straight time rate. "Authorized Union business" is that relating to the investigation of grievances, disputes, disciplinary action hearings, and grievance meetings with officials of the Company. In the conduct of such authorized Union business, the committeemen shall notify their supervisor of their desire to leave their work place, the reason therefore, and shall notify their supervisor of their return. When it is necessary for committeemen to enter a department other than their own, they shall report immediately to the supervisor of that department stating the nature of their business.

3. The Company will be represented by an authorized representative at each point, who will be empowered to settle all local grievances not involving changes in Company Policy or the intent and purpose of this Agreement.

4. The Union and Company will, at all times, keep the other party advised through written notice of any change in authorized representatives.

5. The General Chairman, or other accredited representatives of the Union shall be permitted at anytime to enter shops or facilities of the Company for the purpose of investigating grievances and disputes after contacting the Company representatives in charge and advising the purpose of their visit.

1 (B) For the presentation and adjustment of disputes or grievances that
2 may arise, the procedure will be as follows:
3

4 1. Any employee or group of employees who believe that they
5 have been unjustly dealt with or that any provisions of this Agreement have
6 not been properly applied or interpreted, may present his/their complaint or
7 grievance to the steward of the Union who in turn will discuss the matter
8 with the employee's immediate supervisor within five (5) days for a verbal
9 discussion to endeavor to arrive at a satisfactory adjustment of same within
10 twenty-four (24) hours after discussion with the Union steward.
11

12 2. If the employee is not satisfied with the decision of the
13 employee's immediate supervisor, then the matter must be reduced to
14 writing on a standard grievance form and given to his immediate supervisor
15 who must state in writing his First (1st) Step verbal decision and return this
16 form to the steward within five (5) days from the date of the First (1st) Step
17 verbal decision. The steward then must forward this grievance form to the
18 Local Grievance Committee.
19

20 3. If no satisfactory adjustment is reached in the previous Step, it
21 may be appealed with or through the Local Grievance Committee within ten
22 (10) days to the Department Head designated by the Company, who shall
23 evaluate the grievance or complaint and render his decision in writing in the
24 space provided for it on the standard official grievance form as soon as
25 possible, but not later than ten (10) days following receipt of such appeal.
26 The Department Head or his designee shall establish meeting dates each
27 month consistent with the volume of grievances at his level to assure timely
28 resolution or disposition of such grievances.
29

30 4. If no satisfactory adjustment is reached in the previous Step, it
31 may be appealed with or through the General Chairman or his designee
32 within ten (10) days to the official designated by the Company, who shall
33 fully investigate all the facts in the case and shall render a decision in
34 writing in the space provided for it on the standard official grievance form
35 as soon as possible, but not later than fifteen (15) days following receipt of
36 the appeal. The Vice President Labor Relations or his designee shall
37 schedule meetings consistent with the availability of the General Chairman
38 on a frequency that will assure timely resolution or disposition of the
39 grievances at this level.
40

41 5. Failure of the Company to answer grievances properly
42 referred to the Second (2nd) and Third (3rd) Steps of the grievance
43 procedure will automatically move such grievances to the next level of the
44 grievance procedure. Failure of the employee or his Union representatives
45 to comply with any of the above time limits will withdraw any such
46 grievances from further consideration.
47

1 6. If no satisfactory adjustment is reached in the previous Step,
2 the grievance and the decision thereon may be appealed to the System
3 Board of Adjustment/Arbitration, as set forth in this Agreement, provided,
4 however, said appeal must be submitted within thirty (30) days from receipt
5 of the decision of the designated official or the grievance will be considered
6 to have been withdrawn by the Union. Grievances appealed to the System
7 Board of Adjustment/Arbitration will be discussed at a Review Board prior
8 to the Arbitration. The Review Board will consist of four (4) members: the
9 Director Labor Relations - Ground, one (1) Management designee, a
10 District 142 General Chairman, and one (1) Union designee. The Review
11 Board will meet quarterly or sooner if mutually agreed between the parties,
12 at the Corporate offices of the Company, to discuss those grievances, which
13 have been appealed to Arbitration through the grievance process. An
14 employee who has been discharged may be present at the Review Board
15 meeting involving his grievance.
16

17 **(C)** No employee who has been in the service of the Company for
18 more than ninety (90) work days will be disciplined to the extent of loss of
19 pay or discharge without being advised in writing of the charge(s) preferred
20 against him leading to such action. Such notice shall be presented to the
21 employee not later than five (5) days from the time of the incident upon
22 which such charge(s) is based, with a copy to the Local Committee and
23 General Chairman.
24

25 **(D)** Any employee suspended or discharged from the service shall be
26 granted a special hearing, providing a request is made therefore in writing to
27 the proper Vice President of Maintenance, with a copy to the Local
28 Committee within five (5) days of the suspension or discharge. The
29 requested hearing will be held within five (5) days of receipt of such
30 request. Within five (5) days after the close of such investigation or hearing,
31 the Company shall render its decision in writing, and shall furnish the
32 employee and his accredited Union representative a copy thereof. If the
33 decision reached as a result of the hearing is not satisfactory to the Local
34 Committee, the case may then be processed in accordance with the regular
35 grievance procedure, beginning with Step Three (3). Notice of intent to
36 process under Step Three (3) will then be given within fifteen (15) days of
37 the decision reached under this provision.
38

39 **(E)** In case it is found the suspension or discharge is unjust, the
40 employee will be reinstated with full seniority, paid for time lost and
41 records corrected.
42

43 **(F)** All hearings and investigations will be conducted during regular
44 day shift working hours, and Committee members and necessary employee
45 witnesses shall receive only straight time rate while handling grievances or
46 attending investigations.
47

1 (G) No employee selected as a committeeman or officer of the Union
2 will be discriminated against for lawful activity on behalf of the Union.
3

4 (H) In cases where it is necessary that an employee be warned due to
5 the caliber of his work and/or the general performance of his duties, such
6 warning will be made to the employee in writing with a copy to the Local
7 Chairman within five (5) days of the infraction, or in minor cases verbally
8 in the presence of the department committeeman, and the employee will be
9 given a reasonable length of time to correct the matter.

1
2 **ARTICLE 15.**
3 **SYSTEM BOARD OF ADJUSTMENT/ARBITRATION**

4 (A) In compliance with Section 204, Title 2 of the Railway Labor Act,
5 as amended, there is hereby established a System Board of
6 Adjustment/Arbitration (“System Board”) for the purpose of adjusting and
7 deciding disputes or grievances which may arise under the terms of this
8 Agreement, and which are properly submitted to it after exhausting the
9 procedure for settling disputes as set forth under Article 14. However, by
10 mutual agreement, any cases properly referable to the System Board may be
11 submitted to it in the first instance.
12

13 (B) The System Board shall consist of three (3) members; one (1)
14 selected by the Company, one (1) selected by the Union and one (1)
15 selected for each dispute from a panel of ten (10) Arbitrators established by
16 mutual agreement between the Union and the Company. After a panel
17 member has served for a period of two (2) years, either party may request
18 that such member be removed from the panel. However, a member of the
19 panel may be removed during the term of this Agreement by mutual
20 agreement between the parties. When a change is made, the parties will
21 select the new panel member(s) by the same method used to select the
22 original panel members.
23

24 (C) The System Board will meet where the main operating bases of US
25 Airways are maintained, unless otherwise mutually agreed between the
26 parties.
27

28 (D) The System Board shall have jurisdiction over disputes between
29 any employee covered by this Agreement and the Company growing out of
30 grievances or out of interpretation or application of any of the terms of this
31 Agreement. The jurisdiction of the Board shall not extend to proposed
32 changes in hours of employment, basic rates of compensation or working
33 conditions covered by this Agreement or any of its amendments.
34

35 (E) The Board shall consider any dispute within the System Board's
36 jurisdiction submitted to it by the Union's District 142 General Chairman or
37 by the Company's Chief Operating Officer or his authorized representative,
38 when such dispute has not been previously settled in accordance with the
39 terms of this Agreement.
40

41 (F) All disputes properly referred to the Board for consideration shall
42 be addressed to the Board Members.

1 Each case submitted shall show:

- 2 1. Question or questions at issue;
- 3 2. Statement of facts;
- 4 3. Position of employee or employees;
- 5 4. Position of Company.
- 6

7 When possible, joint submissions will be made, but if the parties
8 are unable to agree upon a joint submission, then either party may submit
9 the dispute and its position to the Board. No matter shall be considered by
10 the Board, which has not first been handled in accordance with the appeal
11 provisions of this Agreement, including the rendering of a decision thereon
12 by the President of the Company or his duly designated representatives.

13 **(G)** Upon receipt of notice of the submission of a dispute, the parties
14 shall agree on a date for the hearing, or if at least two (2) members of the
15 Board consider the matter of sufficient urgency and importance then at such
16 earlier date and at such place as the parties shall agree upon, but not more
17 than fifteen (15) days after such request for meeting is made.

18
19 **(H)** An employee covered by this Agreement may be represented at
20 System Board hearings by a person(s) designated by him and the Company
21 may be represented by a person(s) designated by it. Evidence may be
22 presented both orally and in writing. Individual members of the System
23 Board may, summon any witnesses who are employed by the Company and
24 who may be deemed necessary by the parties to the dispute.

25
26 **(I)** The decision of the System Board shall be rendered within thirty
27 (30) days after the close of the hearing. A majority vote of the members of
28 the System Board shall be necessary to make a decision. The decisions will
29 be final and binding upon the Company, the Union and the grievant(s).

30
31 **(J)** The time limits specified in this Article may be extended by
32 mutual agreement between the parties to this Agreement.

33
34 **(K)** Nothing contained in this Article will be construed to limit, restrict,
35 or abridge the rights or privileges accorded either to the employees, the
36 Company, or their duly accredited representatives under the provisions of
37 the Railway Labor Act, as amended.

38
39 **(L)** The System Board shall maintain a complete record of all matters
40 submitted to it for consideration, and of all findings and decisions made by
41 it.

42

1 (M) Each of the parties will assume the compensation, travel expense
2 and other expenses of the System Board members selected by them.
3

4 (N) Each of the parties will assume the compensation, travel expense
5 and other expenses of the witnesses called or summoned by them. A witness
6 who is an employee of the Company shall receive free round trip
7 transportation over the Company system, so far as space is available from
8 the point of duty or assignment to the point at which he must appear as a
9 witness, to the extent permitted by law.

10
11 (O) The designated Company member and Union members, acting
12 jointly, shall have the authority to incur such other expenses as, in their
13 judgment, may be deemed necessary for the proper conduct of the business
14 of the System Board, and such expenses shall be borne one-half (1/2) by
15 each of the parties. Company and Union members will be granted necessary
16 leaves of absence for the performance of their duties as System Board
17 members. Board members shall be furnished free round trip transportation
18 over the Company system so far as space is available for the purpose of
19 attending meetings of the System Board, to the extent permitted by law.
20

21 (P) A System Board member shall be free to discharge his duty in his
22 capacity as a System Board member in an independent manner without fear
23 that his individual relations with the Company or with the Union may be
24 affected in any manner by any action taken by him in good faith.

ARTICLE 16.
SAFETY AND HEALTH

1
2
3
4 (A) The Company hereby agrees to maintain safe, sanitary and
5 healthful conditions in all facilities and to maintain at all times a registered
6 first aid station to take care of its employees in case of accident or illness.
7

8 The Company agrees to furnish good drinking water and sanitary
9 fountains will be provided. The floors of the toilets and washrooms will be
10 kept in good repair and in a clean, dry and sanitary condition. The Union
11 and employees recognize their duty and responsibility to assist in
12 maintaining safe, healthful and sanitary conditions. Shops and washrooms
13 will be lighted, ventilated and heated in the best manner possible, consistent
14 with the sources of heat, ventilation and light available. Individual lockers
15 will be provided for employees as soon as possible.
16

17 (B) The Company, Union and employees will cooperate towards a
18 prevention of work related accidents and the furtherance of an aggressive
19 safety program.
20

21 A Safety Committee will be established at each location where
22 employees are based. Such Committee shall be comprised of an equal
23 number of Company and Union representatives (from one (1) to three (3))
24 as designated by the parties. The Safety Committee shall meet at least once
25 a month to resolve safety issues and review corrective action taken for all
26 lost time accidents, which may have occurred.

27 At Pittsburgh, a Union Safety Committee comprised of three (3)
28 members shall be established to investigate and handle safety complaints,
29 which are not properly resolved or cannot be resolved by the Union Safety
30 person and the management from the shop or department where the
31 condition exists. Reasonable time without loss of pay will be allowed Union
32 members of the local Safety Committee at PIT and other locations to
33 investigate and handle safety complaints related to their location. Union
34 Safety Committee members will receive authorization from their immediate
35 supervisors for necessary time to handle such matters and will return to
36 their work places promptly following conclusion of safety related activities.

37 Union members of the Safety Committee will function in an
38 advisory capacity and will be informed of all lost time accidents. The Union
39 Safety Committee will be given advance notification of testing and will be
40 provided with the results of environmental air, noise and contaminants
41 testing. The Company will post such results in the appropriate location in
42 non-technical terms. The Company shall continue to post OSHA Form 200
43 for review by the Union at each of its locations.
44

1 The Safety Committee may monitor the Company's application
2 and compliance with State, Municipal and Federal safety and sanitary
3 regulations. The Safety Committee may also make recommendations for the
4 maintenance of appropriate safety and sanitary standards.

5 Both the Union and the Company shall encourage employees to
6 utilize the Safety Committee for all unresolved safety related matters.

7 Both the Union and the Company shall cooperate in seeking
8 resolutions to help reduce the accident frequency and severity rates.

9 (C) Proper and modern safety devices shall be provided for all
10 employees working on hazardous or unsanitary work, such devices to be
11 furnished by the Company. Employees will not be required to use unsafe
12 tools or equipment. However, employees will be expected to report unsafe
13 tools or equipment to the foreman before refusing to use such defective
14 tools or equipment. The Company will furnish protective apparel,
15 equipment and devices to all employees required to work with acids or
16 chemicals that are injurious to clothing or employees.

17
18 (D) Employees injured while at work shall be given medical attention
19 at the earliest possible moment, and employees shall be permitted to return
20 to work without signing any release of liability pending the disposition of
21 settlement of any claims for damage or compensation. Such injured
22 employees who are able to work will be allowed to obtain medical attention
23 without loss of time. It is the responsibility of the injured employee to
24 report an injury to his immediate supervisor during the work period in
25 which the injury occurred, if physically possible.

26
27 (E) The Company will provide noise abatement ear muffs to
28 employees who work in areas where they are required. Each employee who
29 desires noise abatement ear muffs must request same in writing.

30
31 The Company will provide employees in the Machine shop, Sheet
32 Metal shop, Wheel and Brake shop, Weld shop and Quality Assurance with
33 both prescription and non-prescription safety glasses for use at work.
34 Employees provided prescription glasses must provide their own
35 prescription. One (1) pair of prescription glasses will be provided each three
36 (3) year period unless damaged in the performance of their duties or due to
37 a prescription change. Employees in bid areas not mentioned above may
38 purchase safety glasses at a one price cost of sixteen dollars and fifty cents
39 (\$16.50), provided the employee provides his own prescription.

1 (F) Employees covered by this Agreement shall not be required to
2 work on aircraft or ground equipment outside of hangars during inclement
3 weather when hangar space is available to the Company. This clause shall
4 not apply to work on aircraft or ground equipment for immediate service or
5 on such equipment (e.g., jet-way) that cannot be easily brought to a hangar.
6 Suitable rain suits or protective outer garments shall be kept available at all
7 shops or points by the Company.

ARTICLE 17.
GENERAL AND MISCELLANEOUS

1
2
3
4 (A) The Company agrees that there shall be no established maximum
5 age limit in the hiring of employees.
6

7 (B) Service records shall be maintained for all employees by the
8 Company and upon resignation or discharge from the service the employee,
9 upon request, will be furnished with a copy of same. In discharge cases, the
10 employee and his Union representative will have access to the personnel
11 records applicable to the case prior to the holding of any investigation.
12

13 Any disciplinary letters issued to employees covered by this
14 Agreement shall not remain in their personnel record for a period of more
15 than one (1) year.
16

17 (C) When new equipment or technology is put into service by the
18 Company, employees shall be given the opportunity to be trained, by
19 particular classification, on the new equipment or technology whenever that
20 equipment is maintained or repaired by the Company or the technology is
21 utilized in the maintenance or repair of such equipment by the Company.
22 The Company will make every effort to train sufficient numbers of
23 employees to accomplish this. The Company may utilize those employees
24 trained and qualified based on the needs of the service.
25

26 (D) The Company may establish the conditions under which uniforms
27 are to be worn. New hire employees or employees transferring into the
28 bargaining unit shall be required to purchase their own initial uniform. The
29 initial set of uniforms shall consist of one (1) jacket (with removable liner)
30 and ten (10) tops (shirts or T-shirts) and ten (10) bottoms (shorts or
31 trousers) The employee may choose a coverall or jumpsuit in lieu of the
32 shirt and trousers/shorts combination.
33

34 Employees hereunder who work outside shall be furnished foul
35 weather gear (parkas or winter weight coveralls) at no cost to the employee.
36

37 Employees are responsible for keeping their uniforms clean and in
38 good repair.
39

40 The Company shall replace uniform items (including rainsuits,
41 jackets or parkas) based on appearance and wear as determined by the
42 Company. The Company may, in its sole discretion, replace damaged
43 uniform items more frequently. The Company shall not be responsible for
44 replacing uniforms damaged by negligence or misuse by the employee.

1 Employees must return to the Company uniform items purchased by the
2 Company upon separation of employment or transfer out of the bargaining
3 unit. Parkas must be returned if an employee is reassigned to a work
4 location no longer requiring their use.
5

6 Union service pins may be worn with or on the uniform. Caps,
7 including those with the Union logo, may be worn with the uniform in non-
8 public areas, except that caps issued by the Company as part of the uniform
9 may be worn in public areas. Caps shall be in good taste and not of a
10 derogatory nature.

11
12 The Company shall maintain disposable coveralls and cold weather
13 parkas for check out and use by employees.
14

15 Employees shall not use uniforms for personal wear.
16

17 Lab coats will be made available for Quality Assurance
18 Consultant's use while on field assignments.
19

20 **(E)** A place shall be provided inside of each Company hangar marked
21 "International Association of Machinists" where Union notices of interest to
22 the employees may be posted. However, no political circulars, propaganda
23 or advertisements will be placed on these bulletin boards. The Company
24 will not oppose the Union's posting of any bulletins offering benefits
25 provided by any insurance company sanctioned by the Union on IAM
26 bulletin boards that the Company does not offer under the current benefits
27 for employees covered under this agreement. (excluding the current LTD
28 Plan offered through the Company by NGP)
29

30 **(F)** The Company shall provide each employee covered by this
31 Agreement with a copy of the Agreement printed in an adequately bound
32 booklet.
33

34 **(G)** An employee who is called for jury service will be excused from
35 work for the days on which he is required to serve and will receive for each
36 day of jury service on which he would have been regularly scheduled to
37 work, the difference between his regular hourly earnings and the actual
38 payment received for jury service. Employees must present proof of jury
39 service and the amount of pay received therefore. When an employee is
40 called for such service, he will be transferred to the day shift with Saturday
41 and Sunday as his regular days off. With the completion of his jury service,
42 said employee will return to his former shift and days off.
43

44 **(H)** Upon providing proper documentation, employees shall be allowed
45 three (3) work days off without loss of pay if they suffer a death in their
46 immediate family. Employees on occupational injury while on bereavement
47 leave will not be entitled to additional days off upon their return from leave.

1 Immediate family for the purposes of this paragraph shall include: father or
2 step-father (one (1) only), mother or step-mother (one (1) only), spouse,
3 child, brother, sister, grandparents of the employee, father-in-law, mother-
4 in-law, or any legal dependent residing in the employee's household.
5

6 **(I)** Wherever Company Policy is referred to in this Agreement, it is
7 understood that the Policy in effect on the date of signing of this Agreement
8 shall continue unchanged unless changed by the Government or mutually
9 agreed to by the Company and the International Association of Machinists
10 and Aerospace Workers.

11
12 **(J)** Employees shall be selected for training based on the needs of
13 service. Mechanical and Related employees may conduct On the Job
14 Training (OJT) and related training on or off their normally scheduled shift.
15

16 The Company may select technicians in Maintenance Control, Aircraft
17 Maintenance Planners, Material Planner, Material Controllers or Technical
18 Document Specialists for training based on the individual's needs for
19 additional training as determined by the Company.
20

21 Each specialized or manufacturer's training which is at least five
22 (5) work days, will require a stability period of nine (9) months. Each
23 specialized or manufacture's training of more than ten (10) work days will
24 require a stability period of twelve (12) months. However, the maximum
25 combined stability period cannot exceed eighteen (18) months for each bid
26 award. Recurrent or familiarization training will not be considered as
27 specialized training. During stability periods required due to specialized or
28 manufacturer's training, an employee will only be permitted to bid for:
29

- 30 1. 1. Different shifts and/or stations within the bid area and
31 classification in which he was trained; or
32
- 33 2. 2. Premium positions to establish seniority; or
34
- 35 3. A new job, if that job had not previously existed in that
36 classification on a shift or in a shop, station or department; or
37
- 38 4. A different bid area where the specialized or manufacturer's
39 training is provided to employees.
40

41 Stability periods will run concurrently with any Article 9 stability
42 period. The trained employee may be required to provide on the job training
43 to other employees.
44

45 Stability periods will begin the day the employee begins
46 specialized or manufacture's training.

1 NOTE: See “Letter of Agreement” on Airbus Aircraft on page 114
2 and/or 127.

3
4 Regular Work Day (Pre or Post-shift)

5
6 Training sessions may be scheduled pre-or post-shift for a
7 minimum of one (1) hour up to a maximum of three and one-half (3 1/2)
8 hours at time and one-half (1 1/2x) rate of pay and will not include any meal
9 period.

10
11 Sixth and Seventh Day

12
13 Length of Training Sessions:

14
15 1. Four (4) hours minimum at time and one-half (1 1/2x) on
16 sixth (6th) day.

17
18 2. Four (4) hours minimum at time and one-half (1 1/2x) on
19 seventh (7th) day.

20
21 Employees who are assigned to an eight (8) hour scheduled
22 training program may, in addition to classroom instructions, be assigned to
23 productive work in connection with the training program.

24
25 **(K)** Metric tools that are deemed a requirement by the Company will
26 be re-purchased at the option of the employee should he leave the employ of
27 the Company, or the tools are no longer required, for a period of five (5)
28 years from the date of purchase. The Company is only obligated to the
29 extent of the prescribed requirement and when such tools were purchased
30 through or from the Company.

31
32 **(L)** The Company will provide parking for employees at their work
33 location and pay monthly parking fees as assessed by the appropriate
34 authority. This provision will not apply to replacement charges to
35 employees for parking decals, stickers, gate keys, or similar items.

36
37 Airport parking passes may be made available to Quality Assurance
38 Consultants required to travel. In instances where parking passes are
39 available, reimbursements for parking expenses will not be made. In cases
40 where parking passes are not available, employees will be reimbursed for
41 reasonable parking expenses.

1 (M) **Shift Swaps**

2
3 An employee may authorize another qualified employee within the
4 same bid area and classification to work his scheduled work day/shift in
5 accordance with the following provisions:
6

7 1. The request must be in writing to the authorizing employee's
8 immediate supervisor using the appropriate form and signed by both
9 employees involved or submitted electronically where offered by the
10 Company.
11

12 2. The request must be submitted not less than twenty-four (24)
13 hours prior to the shift start time of the shift to be worked.
14

15 3. Employees are personally responsible for work on the
16 day/shift involved and will be considered normally assigned for all
17 purposes.
18

19 4. An employee who fails to report or is tardy on the day/shift
20 involved for any reason, other than sickness supplemented by a physician's
21 statement, may be restricted from utilizing these provisions for one hundred
22 eighty (180) days from the date of the absence or tardiness.
23

24 5. New hire employees working in probationary periods are not
25 eligible to participate under these provisions. Employees serving in a
26 probationary period due to an upgrade or transfer into a different bid area,
27 will be permitted to shift trade with other qualified employees within their
28 bid area and classification.
29

30 6. No overtime payment or premium payment will be paid to an
31 employee as a result of working another employee's day/shift under these
32 provisions.
33

34 7. No request under these provisions shall be honored in
35 jurisdictions in which the laws or regulations either preclude such as a result
36 of hours restrictions or require the compensation of such day/shift at
37 overtime rates. This paragraph shall immediately apply in any jurisdiction,
38 which may hereafter impose such restrictions or require such payment.
39

40 8. An employee who has agreed to work for another employee
41 under these provisions is obligated to work the day/shift as agreed and may
42 not exchange this obligation with any other employee.
43

44 9. Only the employee authorizing another to work his day/shift
45 will be charged for the authorization. A minimum of twenty-six (26) such
46 authorizations per calendar quarter will be permitted by an employee.
47

1 10. Employees participating under these provisions will be
2 eligible for overtime on the shift preceding and following the swap, but not
3 on his regular shift (i.e., the shift he swapped off) and will be paid and
4 charged at the time and one-half (1 1/2x) rate of pay. These employees will
5 not be eligible for paid rest and will be responsible for disqualifying
6 themselves from any overtime that would result in paid rest.
7

8 11. Employees may work a maximum of sixteen (16) consecutive
9 hours (excluding unpaid meal periods) during a twenty-four (24) hour
10 period as a result of shift swaps. Employees will not be permitted to work
11 double shifts on any consecutive days as a result of shift swaps.
12

13 Where employees swap and there is a duty free period of at
14 least fourteen (14) hours between the end of one duty period and the start of
15 a new duty period, such swaps will not be considered as consecutive days
16 for application of this provision.
17

18 12. Employees who have a swap to work scheduled within
19 twenty-four (24) hours of a field service trip are ineligible for that field
20 service trip. If an employee is on a field service trip and it becomes evident
21 that the field service trip will extend into a scheduled swap, the employee
22 will notify management and the employee will be paid at the straight time
23 rate of pay during the swap period. If an employee is on a field service trip
24 and it becomes evident that the field service trip will extend into a
25 scheduled swap-off, the employee will notify management and the
26 employee will be paid at straight time rate of pay for any hours worked that
27 fall within the employee's originally scheduled shift(s). No overtime
28 payment or paid rest will be paid as a result of working the swap.
29

30 13. Receipt of a PE-1 for violation of the swap provisions will not
31 disqualify the employee from eligibility for upgrades.
32

33 14. Employees are personally responsible to remain in compliance
34 with Federal Air Regulations and Company requirements at all times
35 relative to personal duty time regulations. The Company requirement will
36 be no more than one (1) day above the minimum Federal Air Regulations.
37

38 15. If an employee agrees to work a double shift as a result of a
39 swap and later calls in sick, he will be charged with sick leave) for both
40 shifts missed. The employee returning from sick leave must also provide a
41 doctor's slip upon return to work or swap privileges will be suspended.
42

43 16. If an employee is denied a requested DAT/comp day due to
44 needs of service, and subsequently arranges for another employee to work
45 in his place, the employee shall be paid for the day at his appropriate
46 straight time rate and a DAT/comp day will be deducted. This DAT/comp
47 swap shall not count as a swap for purposes of the limitations in this

1 provision.
2

3 17. One way swaps within the bid area from premium to basic
4 classification (Example: Lead Mechanic to Mechanic, Lead Stock clerk to
5 Stock Clerk, Lead Utility to Utility) may be permitted with management
6 approval. Leads who swap to work a basic classification may be assigned to
7 perform lead duties. If required to perform Lead duties he will be paid the
8 applicable Lead premium for the entire shift.
9

10 **(N)** It is the Company's intent to continue the cooperative relationship
11 between the Company's Employee Assistance Services (EAS) and the
12 District 142 Employee Assistance Program (EAP).
13

14 **(O)** Employees who are involuntarily changed from Monday/Sunday to
15 another set of days off will be transitioned to Monday/Tuesday off for one
16 week and then to new days off the following week to insure affected
17 employees receive two (2) days off each week. This provision does not
18 apply to employees who voluntarily bid a position.
19

20 **(P)** This Agreement may not be amended or supplemented except by a
21 written Letter of Agreement signed by both the Vice President of Labor
22 Relations or his designee on behalf of the Company and a General
23 Chairman or his designee on behalf of the IAM.
24

25 **(Q)** The Company shall modify its policy regarding drug testing to
26 provide that the first confirmed positive drug test will not automatically
27 result in termination.
28

29 **(R)** The Labor Advisory Committee will include one (1) representative
30 designated by the IAM District 142 for the purpose of addressing issues of
31 common interest among all employees at US Airways.
32

33 **(S)** Quality Assurance Consultants will be provided business cards
34 within thirty (30) days of the completion of their probationary period.
35
36
37
38
39
40
41
42
43
44
45
46
47

ARTICLE 18
WAGE RATES

1
2
3
4 (A) The minimum hourly rates of pay are set out in Schedule A of this
5 Agreement and shall be effective on the first day of the first pay period after
6 date specified.

7
8 (B) Nothing in this Agreement shall be considered as preventing
9 increases in individual rates or classifications over and above the minimum
10 established.

11
12 (C) Employees shall be paid during their regular working hours,
13 weekly on Friday, unless otherwise provided by applicable State laws. The
14 payment on Fridays shall include all earnings up to and including the
15 previous Sunday.

16
17 (D) Paychecks will include a statement of all wages and deductions
18 made for that pay period.

19
20 (E) In the event a payday falls on a Federal legal holiday, employees
21 will be paid on the day preceding such legal holiday.

22
23 (F) Employees will be permitted direct deposit of pay to financial
24 institutions able to accept deposit through the Automated Clearing House
25 (ACH) system.

26
27 (G) Employees recalled to work from a layoff shall be returned to their
28 former position if the job still exists, and shall not be paid a lower rate than
29 they were receiving prior to the layoff unless a new contract with a
30 reduction in rates of pay shall at the time of recall be in effect between the
31 Company and the Union.

32
33 (H) Employees working in a Lead, Senior or MOC position will
34 receive one dollar seventy-five cents (\$1.75) per hour premium above the
35 applicable base rate.

36
37 (I) In addition, the below listed classifications may be eligible for an
38 incremental adjustment above the minimum 3% to the top of scale
39 rate of pay in applying the following:

- 40
41 • Industry Comparable Pay Rate Adjustment for Title I
42 (AMTs) as outlined in the LAA (Legacy American
43 Airlines)/TWU Mechanic and Related agreement will be
44 applicable to Mechanics, Inspectors, and Lead Mechanics
45
46

- 1 • Industry Comparable Pay Rate Adjustment for Title II
2 (GSE/Plant Maintenance) as outlined in the LAA/TWU
3 Mechanic and Related agreement will be applicable to
4 GSE and Plant Maintenance
5
- 6 • Industry Comparable Pay Rate Adjustment as outlined in
7 the LAA/TWU Materials Logistic Specialists agreement
8 will be applicable to Stock Clerks
9
- 10 • Industry Comparable Pay Rate Adjustment as outlined in
11 the LAA/TWU Maintenance Control Technicians
12 agreement will be applicable to MOC
13

14 Base rates of pay effective 9/12/16 – In the event a Joint Collective
15 Bargaining Agreement (JCBA) at the New American Airlines has not been
16 ratified prior to 9/12/16, a 1.5% increase to base rates of pay will be applied
17 and the amendable date of the agreement will be extended by one (1) year
18

19 Base rates of pay effective 9/12/17 – In the event a JCBA at the New
20 American Airlines has not been ratified prior to 9/12/17, a 1.5% increase to
21 the base rates of pay will be applied and the amendable date of the
22 agreement will become 9/12/18
23

Schedule A - Hourly Base Rates for Mechanic and Related

MOC

| Increase | 3.00% | 3.00% | 3.00% |
|-------------|------------------|------------------|------------------|
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 25.83 | 26.61 | 27.41 |
| 2 | 26.77 | 27.57 | 28.40 |
| 3 | 27.74 | 28.58 | 29.43 |
| 4 | 28.44 | 29.30 | 30.18 |
| 5 | 29.14 | 30.02 | 30.92 |
| 6 | 29.65 | 30.54 | 31.45 |
| 7 | 31.78 | 32.73 | 33.71 |
| 8 | 34.31 | 35.34 | 36.40 |
| 9 | 35.99 | 37.07 | 38.19 |
| 10 | 37.29 | 38.41 | 39.57 |

Inspector

| Increase | 3.00% | 3.00% | 3.00% |
|-------------|------------------|------------------|------------------|
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 22.20 | 22.87 | 23.56 |
| 2 | 23.06 | 23.75 | 24.46 |
| 3 | 23.95 | 24.67 | 25.41 |
| 4 | 24.59 | 25.32 | 26.08 |
| 5 | 25.23 | 25.99 | 26.77 |
| 6 | 25.69 | 26.46 | 27.25 |
| 7 | 27.64 | 28.46 | 29.32 |
| 8 | 29.94 | 30.84 | 31.76 |
| 9 | 31.48 | 32.43 | 33.40 |
| 10 | 32.67 | 33.65 | 34.66 |

Mechanic

Article 18

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 21.16 | 21.79 | 22.44 |
| 2 | 21.96 | 22.62 | 23.30 |
| 3 | 22.82 | 23.50 | 24.21 |
| 4 | 23.42 | 24.12 | 24.84 |
| 5 | 24.03 | 24.75 | 25.49 |
| 6 | 24.47 | 25.20 | 25.96 |
| 7 | 26.32 | 27.11 | 27.93 |
| 8 | 28.52 | 29.38 | 30.26 |
| 9 | 29.98 | 30.88 | 31.81 |
| 10 | 31.12 | 32.05 | 33.02 |

QAC

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 23.69 | 24.40 | 25.13 |
| 2 | 24.60 | 25.34 | 26.10 |
| 3 | 25.56 | 26.33 | 27.12 |
| 4 | 26.23 | 27.01 | 27.82 |
| 5 | 26.91 | 27.72 | 28.55 |
| 6 | 27.41 | 28.23 | 29.07 |
| 7 | 29.48 | 30.37 | 31.28 |
| 8 | 31.94 | 32.90 | 33.89 |
| 9 | 33.58 | 34.59 | 35.62 |
| 10 | 34.86 | 35.90 | 36.98 |

Tech Doc

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 22.00 | 22.66 | 23.34 |
| 2 | 22.84 | 23.52 | 24.23 |
| 3 | 23.73 | 24.45 | 25.18 |
| 4 | 24.36 | 25.09 | 25.84 |
| 5 | 24.99 | 25.74 | 26.51 |
| 6 | 25.45 | 26.21 | 27.00 |
| 7 | 27.37 | 28.19 | 29.04 |
| 8 | 29.66 | 30.55 | 31.46 |
| 9 | 31.19 | 32.12 | 33.09 |
| 10 | 32.37 | 33.34 | 34.34 |

Planner

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 17.13 | 17.65 | 18.18 |
| 2 | 19.02 | 19.60 | 20.18 |
| 3 | 20.91 | 21.54 | 22.19 |
| 4 | 23.44 | 24.14 | 24.87 |
| 5 | 25.64 | 26.40 | 27.20 |
| 6 | 26.58 | 27.37 | 28.19 |
| 7 | 27.77 | 28.60 | 29.46 |
| 8 | 28.64 | 29.50 | 30.38 |

Stock Clerk

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 13.48 | 13.89 | 14.31 |
| 2 | 14.98 | 15.43 | 15.89 |
| 3 | 16.47 | 16.96 | 17.47 |
| 4 | 18.46 | 19.01 | 19.58 |
| 5 | 20.18 | 20.79 | 21.41 |
| 6 | 20.93 | 21.55 | 22.20 |
| 7 | 21.87 | 22.52 | 23.20 |
| 8 | 22.55 | 23.23 | 23.93 |

Utility

| | | | |
|-------------|------------------|------------------|------------------|
| Increase | 3.00% | 3.00% | 3.00% |
| <u>Step</u> | <u>7/21/2014</u> | <u>9/12/2014</u> | <u>9/12/2015</u> |
| 1 | 11.70 | 12.05 | 12.42 |
| 2 | 12.41 | 12.79 | 13.17 |
| 3 | 13.10 | 13.49 | 13.90 |
| 4 | 15.44 | 15.90 | 16.38 |
| 5 | 18.49 | 19.04 | 19.61 |
| 6 | 18.71 | 19.27 | 19.85 |
| 7 | 19.55 | 20.14 | 20.74 |
| 8 | 20.16 | 20.77 | 21.39 |

1 5. For the purpose of this Agreement, "Membership in good standing in
2 the Union," shall mean that the employee is a member of the Union and is
3 not more than sixty (60) days in arrears in the payment of initiation fees,
4 assessments, service charge and membership dues as referred to herein.
5

6 6. When an employee becomes delinquent or not "in good standing"
7 within the meaning of paragraph (A) 5. above, he shall be subject to
8 discharge and the following procedures shall apply:
9

10 (a) The General Chairman of the Union shall notify the employee
11 in writing, Certified mail, return receipt requested, and copy to the Senior
12 Vice President of Maintenance Operations of the Company, that he is
13 delinquent in the payment of initiation fees, assessments or membership
14 dues as specified herein, and accordingly is subject to discharge as an
15 employee of the Company. Such letter shall also notify the employee that
16 he must make the required payment to the Financial Secretary of the
17 appropriate local lodge of the Union within fifteen (15) days of the date of
18 mailing of the notice or be subject to discharge.
19

20 (b) If, upon the expiration of the fifteen (15) day period, the
21 employee still remains delinquent, the General Chairman of the Union shall
22 certify in writing to the Senior Vice President of Maintenance Operations of
23 the Company, with copy to the employee, that the employee has failed to
24 make the required payment within the fifteen (15) day grace period
25 provided in sub-paragraph (a) above, and is therefore to be discharged. The
26 Senior Vice President of Maintenance Operations shall promptly notify the
27 employee involved that he is to be discharged from the service of the
28 Company, and shall so discharge him for his failure to pay or tender the
29 initiation fees, dues, and assessments as required under the terms of this
30 Article unless he files an appeal.
31

32 (c) If the decision of the Senior Vice President of Maintenance
33 Operations is not satisfactory to the employee or to the Union, it may be
34 appealed directly to the highest officer of the Company designated to handle
35 such appeals. Such appeals shall be taken within ten (10) calendar days of
36 the date of the decision appealed from, and if taken, shall operate to stay
37 action on the termination of employment until the decision on the appeal is
38 rendered. The Company shall promptly notify the other party in writing of
39 any such appeal. The decision of such appeal shall be rendered within ten
40 (10) calendar days of the date the appeal is taken and the employee and the
41 Union shall be promptly advised thereof. If the decision on such appeal is
42 that the employee has not complied with the terms of this Agreement, his
43 employment and seniority in that class or craft shall be terminated within
44 ten (10) calendar days of the date of said decision, unless the Company and
45 the Union agree otherwise in writing.

1
2 (d) Such decision on appeal shall be final and binding unless
3 within seven (7) days thereof the Union requests in writing that the decision
4 be reviewed in such joint conference by the Senior Vice President of
5 Maintenance Operations or by his designated representative, and the
6 General Chairman, or by his designated representative. If such request is
7 made, the decision on appeal shall be reviewed in such joint conference
8 within seven (7) days of the date such request is received, and any decision
9 rendered within such seven (7) day period shall be final and binding. If the
10 decision on such review is that the employee has not complied with the
11 terms of this Agreement, his employment and seniority in that class or craft
12 shall be terminated within ten (10) calendar days of the date of said
13 decision, unless the Company and the Union agree otherwise in writing.
14

15 7. An employee discharged by the Company under the provisions of
16 paragraph (A) 6. shall be deemed to have been discharged for non-payment
17 of Union dues, and notation so made on his employment record.
18

19 8. Time limits specified in this Article may be extended in individual
20 cases by written agreement of the Company and the Union.
21

22 9. The grievance procedure of the Basic Agreement will not apply to
23 cases arising under this Article.
24

25 10. Other provisions of this Agreement to the contrary notwithstanding, the
26 Company shall not be required to terminate the employment of any
27 employee until such time as the services of a qualified replacement are
28 available. The Company may not, however, retain any employee in the
29 service under the provisions of this paragraph for a period in excess of
30 ninety (90) calendar days from the date of the Union's original notice except
31 by mutual agreement by the parties hereto.
32

33 **(B) Dues/Service Charge Check-Off**
34

35 1. During the term of this Agreement, and provided the IAM is still the
36 collective bargaining representative for the employees covered by this
37 Agreement, and remit to the IAM, the service charges, or dues uniformly
38 required by the IAM as a condition of acquiring or retaining membership,
39 provided each such employee voluntarily executes the form described
40 below.

41 2. This form, known as the "Dues/Service Charge Check-Off Form," shall
42 be prepared by the IAM and furnished to the Company. The Check-Off
43 Form shall contain the following language:
44

1 **ASSIGNMENT AND AUTHORIZATION FOR PAYMENT**
2 **OF DUES AND/OR SERVICE CHARGES**
3 **TO INTERNATIONAL ASSOCIATIONS OF MACHINISTS:**
4
5 **TO US AIRWAYS, INC.**

6 I, _____, hereby authorize and direct US Airways,
7 Inc. (the "Company") to deduct from my pay such monthly dues or monthly
8 service charges as are required as a condition of continued employment
9 pursuant to Article 19 A of the collective bargaining agreement between the
10 Company and the International Association of Machinists (the "IAM"). I
11 understand and agree that this authorization shall be irrevocable for one (1)
12 year from the date hereof; provided, however, that this authorization shall
13 be automatically and immediately terminated if the dues/service charge
14 check-off provisions in the collective bargaining agreement between the
15 Company and the IAM are terminated, or if the IAM ceases to be the
16 collective bargaining representative of the employees covered by this
17 Agreement. This authorization also may be revoked effective as of any
18 anniversary date of the signing hereof, by written notice to the Company
19 and the IAM by certified mail, return receipt requested, during the ten (10)
20 days immediately preceding any such anniversary.

21
22 Signature of Employee: _____

23
24 Employee
25 Number: _____

26
27 Address of
28 Employee: _____

29
30 IAM Number: _____

31
32 3. The Company will deduct from employees' wages, and turn
33 over to the Union, the Union membership fees of each employee who
34 individually and voluntarily authorizes the Company to make such
35 deductions. Such authorizations shall be made upon a card in a size and
36 form mutually agreed to between the Company and the Union. In order to
37 become effective, such authorization cards shall be delivered by the Union
38 to the Payroll Department of the Company. Such authorizations shall not be
39 irrevocable for a period of more than one (1) year from their effective date
40 or beyond the termination of this Agreement, whichever occurs sooner.

41
42 (a) Deductions for dues shall be made from the employee's
43 paycheck for the first (1st) and third (3rd) pay periods ending in each
44 month. Such deductions shall be made only in the event that sufficient
45 earnings remain for such deductions after other deductions have been made

1 for Withholding Tax, Social Security contributions, and other deductions
2 required by law or by the Company.
3

4 (b) If sufficient earnings do not remain after other deductions as
5 noted above for each pay period during the month, or if there are employees
6 on the payroll that do not have on file with the Company an authorization
7 for dues deductions as per paragraph (B), the Union shall be so notified.
8 Notification shall include employee number, name, classification code,
9 department, city and the amount of deduction for each period and total
10 amount for the month. And it shall thereafter be the responsibility of the
11 Union to collect dues for that month and for any month following in which
12 sufficient funds are not available for such deductions.
13

14 (c) The obligation of the Company to make such deductions shall
15 terminate in the event an employee shall cease to be an employee as defined
16 in Article 1 of this Agreement.
17

18 4. Upon submission of the appropriate form, a single flat sum deduction
19 for an initiation fee shall be made from each newly hired employee's
20 paycheck subject to paragraph (B) above. Such deduction shall be made
21 only in the event that sufficient earnings remain for such deduction after
22 other deductions have been made for Withholding Tax, Social Security
23 contributions and other deductions required by law or by the Company.
24

25 5. The Union shall indemnify the Company and hold it harmless against
26 any and all suits, claims, demands, and liabilities, which arise out of or by
27 reason of any action taken or not taken by the Company for the purpose of
28 complying with any of the provisions of this Agreement.
29

30 6. This Agreement shall become effective on the date of signing of the
31 Basic Agreement, and shall continue in full force and effect concurrently
32 with said Agreement.
33

34 7. The Company will provide for voluntary employee contribution to
35 Machinist Non-Partisan Political League (MNPL) through payroll
36 deduction.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

ARTICLE 20.
SEVERANCE ALLOWANCE

(A) Entitlement: Any employee with two (2) or more years of service whose employment is interrupted due to reductions in force while he is in a position covered by this Agreement shall be paid the severance allowance provided in paragraph (B) following, subject, however, to the limitations and qualifications and in accordance with the terms set out in paragraphs (B) and (F).

(B) Service Requirements: Employees who have completed two (2) or more years of service, on the date laid off will receive severance at the rate of one (1) week's pay for each completed year of service, up to a maximum of fifteen (15) weeks.

(C) Computation and Method of Payment: A week of severance allowance shall be computed on the basis of the employee's regular straight time hourly rate at the time of his employment interruption multiplied by forty (40) hours. Severance allowance shall be paid at the successive payroll periods immediately following the date employment is interrupted and shall continued to be paid until the employee is recalled or the severance allowance entitlement is exhausted, whichever occurs sooner.

(D) Disallowances: Severance allowance shall not be paid when the employee:

1. Is discharged for just cause, retires or resigns.
2. Has his employment temporarily interrupted because of a strike or picketing on Company premises, an Act of God, a national war emergency, revocation of the carrier's operating certificate(s), or grounding of the carrier's aircraft by Governmental order.
3. Elects to exercise any seniority, bumping or transfer afforded him under this Agreement to remain in active service with the carrier or accepts employment offered by the carrier.

(E) Other Allowances: The severance allowances provided herein shall be in addition to any or all other benefits provided under this Agreement.

1 (F) An employee returning to the service of the Company after being
2 on layoff shall be credited upon re-employment with any unused severance
3 allowance or, if it results in a greater amount, up to a maximum of five (5)
4 weeks of severance allowance computed as provided in paragraph (B)
5 above, and based on his prior period of service. In the event he is again laid
6 off under conditions entitling him to severance allowance, he shall be
7 entitled to an amount computed on his years of compensated service with
8 the Company after the date of such return to the Company's service, plus
9 such amount credited to him upon re-employment.

1 **ARTICLE 21.**
2 **RETIREMENT**
3

4 (A) Effective with the May 23, 2008 paycheck, the current
5 401K/Retirement Plans and Company match will be replaced with the IAM
6 National Pension Plan. Contribution rates will be as follows:
7

- 8 • \$2.00 per hour for all Planners, Technical Documentation
9 Specialists, Mechanics and higher classifications in accordance
10 with plan rules.
11
12 • \$1.45 per hour for all Stock Clerk classifications in accordance
13 with plan rules.
14
15 • \$1.05 cents per hour for all Utility classifications in accordance
16 with plan rules.
17

18 Employees may continue to participate in the voluntary employee
19 contribution 401K plan.
20

21 Effective with the May 23, 2008 paycheck, the employer
22 contribution to the current 401K/Retirement Plans for all Mechanic and
23 Related and Stock Clerk employees is frozen from new Company
24 contributions.
25

26 In order to be eligible for the Employee Savings Plan, the
27 employee must be eighteen (18) years of age or older. Additionally, an
28 employee will be eligible to participate in the Savings Plan effective the 1st
29 of the quarter following ninety (90) days of continuous employment. This
30 includes part-time and full-time employees. Participation in the Employees
31 Savings Plan requires employee enrollment.
32

33 (B) **Retiree Medical Insurance**
34

35 An employee who works for US Airways, Inc., under the
36 Agreement including his eligible spouse and dependents, and retires at age
37 fifty-five (55) or older on or after March 1, 2005, will have medical benefits
38 as follows:
39

40 **Pre-65 US Airways Employees who retire post 3/1/05**
41

42 1) Retired employees may apply thirty eight (38) accrued sick pay
43 hours per month, valued at \$13.25/hour, to your pre-65 medical
44 premium.
45

46 Retired employees will be responsible for medical premium costs
in excess of \$503.50. Monthly contributions will be calculated as

1 the total cost of the plan and level of coverage you elect less
2 \$503.50. Premium Equivalents will be recalculated annually based
3 on the Plan's experience.

4
5 Once accrued sick pay has been exhausted retired employees will
6 have the option to move to an "access only" medical plan where
7 they will be responsible for paying 100% of the medical premium
8 until they reach age 65. The medical premium for this "access
9 only" plan will be different than the medical premiums for those
10 using accrued sick pay to purchase the benefit and will be based on
11 plan experience for the "access only" group.

12
13 2) In lieu of #1 above, employees may receive a one-time cash
14 payment in the amount equal to \$10.80 times the number of
15 accrued sick leave hours in their sick bank up to a maximum of
16 twelve hundred (1200) hours. Choosing to receive this one time
17 payment means that the employee and their dependents will not be
18 able to participate in the pre or post-65 health care programs,
19 including the "access only" plan noted above.

20
21 3) At age 65 retired employees and their dependents will not be
22 eligible to participate in or have access to any post-65 medical plan
23 through US Airways.

24
25 4) Employees and their dependents will not be eligible for dental
26 coverage when they retire effective 3/1/05.

27
28 **Post-65 US Airways Employees who retire after 3/1/05**

29
30 1) From 3/1/05 through 12/31/05 retired employees will have the
31 opportunity to remain enrolled in the AdvancePCS pharmacy plan

- 32 - The monthly contributions charged for this coverage are
33 based on a Defined Dollar Benefit (DDB) Cap of \$950
34 per year, per individual and are as follows;

35
36 **Premium Equivalent**
37 **Contribution**

38 **Employee**

39 Ee \$127.50
40 Ee + Sp \$255.00

41 \$48. Article 21
42 \$96.66

- 43 - The DDB Cap is only used for the purpose of setting
44 contribution rates annually and is not a limit on actual
45 benefits paid in a year.

- Contributions will vary from the above if any covered dependant are not covered by Medicare
- After 12/31/05 retired employees will be eligible for the new Medicare prescription drug benefit and will be responsible for the full cost of such coverage.

Should a retiree predecease his or her spouse the Company will continue to provide Medical Insurance to the widow or widower and eligible children. The continuation of coverage will be subject to the appropriate contribution requirement as described in Attachment A and is based on the surviving spouse's age and the retirement date of the deceased employee.

(C) Should the Company extend the duration of COBRA benefits to retirees of any other represented group, such extension will also be made available to employees covered under the agreement.

(D) Retiree Life Insurance

Employees have the option of continuing either the thirty-five thousand dollars (\$35,000) or the amount of Basic Life Insurance in effect prior to their retirement until they reach the age sixty-five (65). Life insurance ends at age sixty-five (65). Any Optional or Basic Life Insurance lost or reduced due to retirement or the attainment of age sixty-five (65) may be converted to an individual plan. Conversion must occur within thirty-one (31) days of retirement.

1 **ARTICLE 22.**
2 **INSURANCE**
3

4 (A) Employees covered under this Agreement may elect to participate
5 in one of the three levels of Medical coverage and the Dental coverage
6 described in Attachment A. Such election must be accomplished during the
7 annual open enrollment period. The employee's cost shall be established
8 annually in advance of open enrollment. The rates for 2008 are reflected in
9 Attachment A.
10

11 The Company shall pay the premiums on the first thirty-five
12 thousand dollars (\$35,000) of the employee's basic group life coverage. The
13 basic life coverage will equal two hundred percent (200%) of basic annual
14 salary and no employee will be required to purchase the full basic to receive
15 the thirty-five thousand dollars (\$35,000) paid life insurance. Any employee
16 wishing to purchase either Option I or Option II (both at one hundred
17 percent (100%) of basic annual salary) will be required to be at full basic at
18 two hundred percent (200%) of basic annual salary.
19

20 Existing benefits will not be decreased during the terms of this
21 Agreement. Such coverage will be extended to the employees and their
22 dependents for a one hundred twenty (120) day period after an employee
23 has exhausted his sick leave and is placed on a medical leave of absence
24 except employees on medical leave as a result of an occupational injury,
25 will have medical/dental benefits extended for nine (9) months after his/her
26 last compensated day, provided the employee continues to pay his/her
27 portion of the costs. This provision does not apply to probationary
28 employees. This coverage will also be extended to furloughed employees
29 for a ninety (90) day period following their last compensable day under this
30 Agreement.
31

32 (B) Employees who are required to participate in test flights shall be
33 covered by a standard aviation accident insurance policy with a death
34 benefit of not less than one hundred fifty thousand dollars (\$150,000) paid
35 by the Company.
36

37 (C) Employees who are required to travel at the discretion of the
38 Company to a base or location other than their assigned base in the
39 performance of their work shall be covered by one hundred thousand dollars
40 (\$100,000) of life insurance coverage for accidental death from any cause.
41 Said coverage shall commence from the time he leaves his assigned base
42 and shall continue in force until he returns to his assigned base at the
43 completion of such travel.
44

45 (D) The Company will provide and pay for insurance coverage against
46 the loss by fire or theft of complete tool box and contents owned by
47 mechanic employees while such is on Company premises for use in

1 connection with work and while in transit to or while being used in
2 connection with a field service assignment. Employees covered under this
3 provision must provide a complete tool inventory and valuation. It shall be
4 the employee's responsibility to provide tool inventory updates on any
5 additions or deletions in order to maintain a current summary at all times.
6

7 This insurance coverage shall be provided with a
8 maximum coverage of:

9
10 \$5,000-----Rollaway, Tool Box, Tote Tray and
11 Contents
12 \$2,000-----Tool Box, Tote Tray and Contents
13 \$1,000-----Tote Tray and Contents
14

15 with a one hundred dollar (\$100.00) deductible provision.
16

17 Losses under the policy will be settled by the Company through its
18 insurance company with the employee bearing the one hundred dollars
19 (\$100.00) deductible. Recovery of losses will be provided by either a new
20 comparable tool and box replacement or cash reimbursement after
21 discussion with the employee.
22

23 (E) No employee will be required to participate in a bomb scare
24 investigation against his wishes. The Company will provide death and
25 disability insurance coverage as set forth below, applicable if the employee
26 suffers death or permanent disability while on duty and a bomb explosion is
27 the proximate cause of such death or disability.
28

| | | |
|----|----------------------------|-----------|
| 29 | Death | \$100,000 |
| 30 | Total Permanent Disability | 100,000 |
| 31 | Total Loss of Two members | 100,000 |
| 32 | Total Loss of One Member | 50,000 |

33
34 Member, as used herein, is defined as an arm, leg or eye.
35

36 (F) All eligible employees covered by this Agreement will have at
37 their option a Long Term Disability Insurance Plan as established by the
38 Company and the Union in the 1973-1975 IAMAW Agreement. The
39 administrative costs of the Plan will be borne by the Company and the
40 premium costs will be borne by the employee.

1 **ARTICLE 23.**

2 **DURATION**

3
4 Except as otherwise noted, this Agreement shall become effective
5 on July 18, 2014, and shall remain in full force and effect through July 18,
6 2017, and thereafter, until reopened in accordance with the Railway Labor
7 Act, or unless extended in accordance with Article 18 as outlined below.
8

- 9
- 10 • Base rates of pay effective 9/12/16 – In the event a Joint Collective
11 Bargaining Agreement (JCBA) at the New American Airlines has
12 not been ratified prior to 9/12/16, a 1.5% increase to base rates of
13 pay will be applied and the amendable date of the agreement will
14 be extended by one (1) year
 - 15 • Base rates of pay effective 9/12/17 – In the event a JCBA at the
16 New American Airlines has not been ratified prior to 9/12/17, a
17 1.5% increase to the base rates of pay will be applied and the
18 amendable date of the agreement will become 9/12/18
- 19

20 No amendments to this agreement will be valid unless signed by
21 the Vice President of Labor Relations or his designee and an Assistant
22 General Chairman of the IAMAW.
23

24 All letters and addenda to the Agreement that have not specifically
25 been modified remain in full force and effect through July 18, 2017, or the
26 date after which the Agreement is amended.
27

28 Schedule A shall become effective the first (1st) day of the first
29 (1st) pay period following ratification of this Agreement, for all employees
30 covered by this Agreement who were on the payroll of the Company on that
31 or subsequent dates except those employees who have resigned or were
32 discharged.
33

34
35 IN WITNESS WHEREOF, the parties have signed this Agreement this 18th
36 day of July, 2014.
37

38
39 **International Association**
40 **of Machinist and**
41 **Aerospace Workers**
42

US AIRWAYS

43
44 _____
45 Thomas Higginbotham
46 President & General
47 Chairman District 142

E. Allen Hemenway
Vice President – Labor Relations

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

Witnesses:

Frank Schifano
General
Chairman District 142

Sean Ryan
General
Chairman District 142

Randy Griffith
General
Chairman District 142

Tim McCulloch
General
Chairman District 142

Bill wise
Negotiating Committee

Tom Belmont
Negotiating Committee

Bill Hollowood
Negotiating Committee

Randy Klinkhardt
Negotiating Committee

Witnesses:

James B. Weel
Managing Director - Labor Relations

Taylor Vaughn
Managing Director - Labor Relations

Ron Harbinson
Managing Director - Labor Relations

Tom McMullen
Managing Director – Tech Ops

George Raymond
Manager - Labor Relations

LETTER OF CLARIFICATION

1
2
3 (A) As a clarification of Article 2 (Scope of Agreement) of the
4 Agreement between US Airways, Inc., and the International Association of
5 Machinists and Aerospace Workers, it is agreed that:
6

- 7 1. Section (B) of said Article 2 is recognized by both parties as
8 prohibiting the "farming out" of the types of work specified in
9 said Section (B).
10
11 2. The intent of said Section (B) is that the types of work
12 specified therein (and in Article 4 of the aforementioned
13 Agreement) shall be accomplished by the employees of US
14 Airways, Inc., described in the said Article 4.
15
16 3. The preceding clarification shall apply to the aforementioned
17 Agreement, and any and all supplements thereto or
18 modifications thereof reached under the Railway Labor Act, as
19 amended, and shall be and remain in effect until modified by
20 mutual agreement or until a contradictory renegotiated Article
21 2 of the aforementioned Agreement is made effective,
22 whichever occurs first.
23

24 (B) This clarification is agreed to, signed and effective this 6th day of
25 August, 1952.

1 **CLARIFICATION OF ARTICLE 2(B)**

2
3 Relative to Article 2 (Scope of Agreement) of the Agreement
4 between US Airways, Inc., and the International Association of Machinists
5 and Aerospace Workers, it is agreed that, within the limits hereinafter
6 specified, the following listed exceptions to the coverage of Article 2 shall
7 not be deemed in violation thereof:

8
9 (A) When an aircraft (which is owned and/or operated by US Airways,
10 Inc.), is engaged in a charter flight off the Company system. It is the
11 Company's intent not to schedule maintenance at these points and major
12 problems will be handled by sending our own maintenance personnel unless
13 local restrictions prohibit this.

14
15 (B) It is not the Company's intent to perform scheduled maintenance at
16 locations other than US Airways maintenance bases except that daily
17 checks and unscheduled aircraft maintenance may be accomplished by a
18 vendor at non-maintenance stations.

19
20 (C) The Company may subcontract to vendors liquid service to aircraft
21 limited to water, fuel, oil, A.D.I., and water methanol at all locations. In
22 addition, the Company may subcontract to vendors the fueling of ground
23 equipment at all locations.

24
25 (D) When ground equipment fueling is not subcontracted, it will not be
26 deemed a violation of the Agreement for US Airways employees to fuel the
27 equipment he is operating, provided there is no escalation of this practice as
28 presently exists.

29 Line maintenance stations will include at a minimum BOS, CLT,
30 DCA, LGA, PHL, PHX, LAS, LAX and at least seven (7) other stations as
31 determined by the Company.

32
33 (E) Major construction or installation of new facilities, equipment, or
34 machinery when employees of the Company are incapable, from the
35 standpoint of skill or equipment, of performing the work.

36
37 (F) Alteration and construction of City Ticket Offices and offices at
38 the various airports used by the Company when such work at the given
39 airport has not been customarily performed by employees of the Company.

1 (G) Types of work customarily contracted out, such as parts and
2 material, which the Company could not be expected to manufacture, such as
3 engine and airframe parts, castings, cowlings, seats, wheels and other items
4 which are commonly manufactured as standard items for the trade by
5 vendors. Work subcontracted out to a vendor will be of the type that cannot
6 be manufactured or repaired in-house by existing skills/equipment or
7 facilities of the Company.

8
9 (H) Purchase of standard ground equipment parts.

10
11 (I) Due to lack of facilities, the Company may subcontract the major
12 overhaul of aircraft engines during the life of this Agreement.

13
14 (J) Company base maintenance employees will perform fifty (50%)
15 percent or greater of all aircraft base maintenance work, inclusive of narrow
16 and wide-body aircraft, as follows: On an annualized basis, for every
17 billable hour of work from aircraft base maintenance vendors performing
18 Company base maintenance work; modification work; scheduled drop in
19 maintenance; and any drop-in maintenance relating to fuselage damage or
20 any other damage, there will be an equal or greater number of paid hours to
21 Company base maintenance employees. This includes Company Lead
22 Mechanics, Mechanics, Inspectors, Utility and Lead Utility (combined)
23 assigned to base maintenance.

24
25 Deck work for vendor heavy maintenance overhaul will continue
26 to be built by Base Maintenance Planners.

27
28 All aircraft line maintenance work, including phase checks and
29 lower level checks above a daily check (e.g. A & B checks, overnight
30 checks, weekly checks and unscheduled drop in maintenance), performed
31 by base maintenance employees will not be included as Company base
32 maintenance hours for the purposes of this provision.

33
34 Livery work may be outsourced and the billable hours do not count
35 as base maintenance work, but other work performed by the vendor during
36 the livery visit may be outsourced and the billable hours for such other work
37 will count towards base maintenance work.

38
39 Aircraft lease return maintenance visits may be outsourced and the
40 vendor's billable hours will count towards base maintenance work.

1 The Company, no later than January 31 of each year, will
2 provide to the union and/or the union's advisor, documentation
3 necessary to verify the Company's compliance with outsourcing
4 provisions including a summary of the previous calendar year's base
5 maintenance paid hours and vendor airframe base maintenance billed
6 hours. On an ongoing basis the Company will provide to the Union no
7 later than the end of the following month a summary of the previous
8 month's base maintenance vendor's billable hours including tail
9 numbers of the aircraft.

10
11 In any year where the vendor billed hours are more than fifty
12 (50%) percent of the total combined vendor billed hours and the
13 Company base maintenance paid hours, such deficit hours will be added
14 to the current calendar year required company base maintenance paid
15 hours.

16
17 The Company will not furlough to the street any Base Mechanic
18 who is active as of the effective date of this agreement provided such
19 employee exercises their seniority to the fullest extent. (Subject to force
20 majeure provisions as described in Article 21 5.F and 20.D.2)

21
22 The Company shall maintain a minimum headcount of six
23 hundred seventy-five (675) active Base Maintenance Lead Mechanics,
24 Mechanics, Inspectors, Lead Utility and Utility employees combined.
25 (Subject to force majeure provisions as described in Article 5.F and
26 20.D.2.)

27
28 The Company may continue to outsource the East 737 scribe
29 work ongoing and such work will count towards the vendor hours for the
30 fifty (50%) percent calculation.

31
32 **(K)** The Company may assign GSE Mechanics in LAX and CMH to
33 the Interior Maintenance bid area.

34
35 **(L)** GSE Mechanics in ELP may be eliminated through attrition.

36
37 **(M)** GSE work being performed as of April 3, 2008, in PHX and LAS
38 that is above scope requirements of the CBA will not be outsourced if it
39 directly results in a furlough of covered employee.

40
41 **(N)** Facility work currently being performed as of April 3, 2008, in
42 PHX and LAS that is above scope requirements of the CBA will not be
43 outsourced if it directly results in a furlough of covered employee.

1 August 20, 2014
2
3

4 Mr. Tom Higginbotham
5 President & Directing General Chairman
6 IAMAW District 142
7

8 Dear Mr. Higginbotham:
9

10 This letter will confirm our agreement regarding the application of excise
11 tax or other penalty included in The Patient Protection and Affordable Care
12 Act (PPACA) or any excise tax or penalty which may replace the PPACA.
13

14 In the event the Company determines that any of the PPO 100, 90
15 or 80 percent plan design options provided for in this Agreement
16 (each a "Plan") would be or become subject to an excise tax or
17 other penalty under applicable law (and thus become an "Affected
18 Plan"), the Company will meet and confer in good faith in order to
19 reach an agreement with the Union concerning the minimum
20 modification or modifications to the affected Plan necessary to
21 avoid application of the excise tax or other penalty. The Company
22 shall provide to the Union information that the Union reasonably
23 requests, including actuarial reports, necessary for the Union's
24 design and consideration of such modifications. Unless otherwise
25 agreed, any agreed modification shall become effective at the time
26 the excise tax or penalty would become applicable in respect of the
27 Affected Plan (the "Affected Plan Date").
28

29 If the Company and the Union are unable to agree on
30 modifications necessary to avoid the application of the excise tax
31 or other penalty on the Affected Plan within ninety (90) days after
32 the initial meeting, an arbitrator shall immediately be selected in
33 accordance with the Collective Bargaining Agreement to
34 determine the modifications to the design of the Affected Plan that
35 will become applicable. The authority of the arbitrator is expressly
36 limited to establishing those modifications to the design of the
37 Affected Plan that will ensure that no excise tax or other penalty
38 will apply. If the arbitrator determines that no reasonably practical
39 modification to the Affected Plan can guarantee that no excise tax
40 or other penalty will apply, the Company shall have the right to
41 terminate the availability of the Affected Plan to the Maintenance
42 Training Specialist employees. If, under the preceding sentence,
43 the Company has terminated or would have the right to terminate
44 the availability to the Maintenance Training Specialist employees
45 of all three Plans, the arbitrator will be empowered to designate an
46 alternative plan design (a "New Plan") that is available from the
47 Company provider and that replicates the provisions of the 80

1 percent plan to the greatest possible extent without causing the
2 New Plan to become subject to any excise tax or other penalty. In
3 the event that the arbitrator has not issued a determination prior to
4 the excise tax or penalty becoming due or if such penalty or excise
5 tax is otherwise owed for any reason, notwithstanding any contrary
6 provision of law, the Company shall be permitted to implement
7 such modifications to the design of the Affected Plan as it
8 considers to be necessary to avoid the excise tax or penalty. The
9 Company shall have a reasonable period of time following the
10 issuance of the arbitrator's determination to implement the New
11 Plan. Notwithstanding the foregoing, the provisions of this Letter
12 of Agreement shall not be effective if, after the effective date of
13 this Agreement, the Company enters into any new or amended
14 collective bargaining agreement having a term of three (3) years or
15 more with any union group that does not contain a provision
16 substantially similar to this Letter of Agreement.
17

18 In the event a plan is modified pursuant to this Letter of Agreement
19 (LOA), employees will be afforded the opportunity through an
20 open enrollment period to elect a different plan, prior to the
21 implementation of any modified plan.
22

23
24 Sincerely,
25

26
27
28 E. Allen Hemenway
29 Vice President
30 Labor Relations
31

32
33 Agree and concur:
34

35
36
37 Mr. Tom Higginbotham
38 President & Directing General Chairman
39 IAMAW District 142
40
41
42
43
44
45
46
47

Scope and Job Protection

- 1
- 2
- 3 • Job Protection – No furlough protection effective DOS: no
- 4 employee will be furloughed to the street at any Line Station
- 5 (providing the employee exercises his seniority to the fullest
- 6 extent) as a result of any flight activity that may be transferred
- 7 from LUS to LAA
- 8
- 9 • Cross Utilization: The Company may utilize LAA (Legacy
- 10 American Airlines) employees to perform LUS (Legacy US
- 11 Airways) maintenance work at any location (excluding base)
- 12 where IAM and TWU represent aircraft mechanic and related
- 13 employees and at any location where LAA employees perform
- 14 non-base work covered by the LUS agreement (including where
- 15 locations may be separate for the accreted groups). In exchange for
- 16 the cross utilization provisions contained within this paragraph the
- 17 Company agrees to provide additional job protections as defined
- 18 below
- 19
- 20 • Job Protection – No displacement: Effective with the
- 21 implementation of Cross Utilization by classification, no employee
- 22 within that classification, will be involuntarily displaced from their
- 23 current location (Non-Base) at any common location and including
- 24 the accreted groups.
- 25
- 26 • The relocation of covered employees at the OCC, including other
- 27 associated employees (See below), at the merged carrier will not
- 28 be considered a violation of the above Job Protection provisions
- 29
- 30 • Associated employees may include:
- 31 ▪ QA Auditors – PHX, PIT and CLT
- 32 ▪ Material Controllers – PIT
- 33 ▪ Sr. Planners – PHX, PIT and CLT
- 34 ▪ Material Planners - PHX, PIT and CLT
- 35 ▪ Maintenance Planners – CLT and PIT
- 36 ▪ Sr. Tech Doc Specialists – PHX and PIT
- 37 ▪ Tech Doc Specialists - PHX, PIT and CLT
- 38 ▪ Maintenance Control Technicians – PIT
- 39
- 40 • The job protections described above will apply only to those
- 41 employees whose names appear on the Mechanic and Related
- 42 System Seniority List (including Stores, Accreted groups) as of the
- 43 date of ratification of this agreement and shall not apply in
- 44 circumstances where the Company's non-compliance is caused in
- 45 substantial part by Conditions Beyond the Company's Control.
- 46

- 1 • “Conditions Beyond The Company’s Control” shall include, but
2 not be limited to, the following: (1) an act of God; (2) a strike by
3 any other company employee group or the employees of a
4 Commuter Air Carrier operating pursuant to an authorized
5 codeshare arrangement with the company; (3) a national
6 emergency; (4) involuntary revocation of the company’s operating
7 certificate(s); (5) grounding of a substantial number of the
8 company’s aircraft; (6) a reduction in the company’s operation
9 resulting from a decrease in available fuel supply caused by either
10 governmental action or by commercial suppliers being unable to
11 meet the company’s demands; and (7) the unavailability of aircraft
12 scheduled for delivery
13
- 14 • In the event of a relocation of work as a result of the merger,
15 amongst the accreted groups, the Company agrees to meet with the
16 IAM to discuss a relocation package for affected employees.
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Voluntary Early Out Program

- In the event of a headcount overage or the need for a reduction in force which occurs prior to ratification of a JCBA for the combined LUS-LAA mechanic and related employees, the Company will offer active employees and employees on authorized Union Leave of Absence the opportunity to participate in a Voluntary Early Out Program as follows:
 - Employees must have a minimum of fifteen (15) years of service to participate and have otherwise been unaffected by the reduction
 - The maximum number of VEOs (Voluntary Early Outs) offered in a location, classification and bid area will be at a minimum, as determined by the Company, equivalent to the number of reductions in that location, classification and bid area
 - Employees awarded a VEOP will receive a lump sum payment of \$22,500.00 within thirty days of the employees release date
 - In addition to lump sum payment, employee will receive any severance allowance as outlined in Article 20 of the Mechanic and Related agreement

This Lump sum payment will not have any impact on the “Sick Leave Buy Back” policy currently in place

1 **RE: QUALITY CONTROL CHECKS**

2 November 13, 1972

3 Mr. George M. Kavros Assistant General Chairman District 141
4 International Association of Machinists and Aerospace Workers 706
5 Montgomery Street Alexandria, VA 22314

6 Dear Mr. Kavros:

7 In order to comply with the F.A.A. Continuous Airworthiness
8 Program, it will be necessary to perform additional quality control checks
9 on certain repairs and installation of aircraft components at our line stations.

10 Since October 19, 1966, the effective date of this requirement, the
11 Company has designated certain maintenance personnel to function as
12 Quality Control members as quality control checks become necessary. As
13 you know, this was an interim understanding between the IAMAW and the
14 Company pending further discussion and formalizing some definite method
15 of assignment and compensation for designated personnel performing this
16 function.

17 In this regard, the Company proposes to adopt the following
18 procedures:

19 (A) Compensation:

20
21 Compensation will be in accordance with the upgrading provisions
22 of Article 9, Paragraph (J) of the IAMAW Agreement. Of course,
23 Paragraph (J) 1, 2, and 3 will not be applicable to this
24 circumstance.
25

26 (B) Designation:

27
28 Employees will be designated in accordance with seniority and
29 qualifications. Any employee who is not designated in proper order
30 of seniority will be notified of the reasons in writing by the
31 Director of Quality Control.

1 (C) Utilization:
2

3 The Company, to the extent possible, will assign the senior
4 qualified, designated mechanic on duty who has been properly
5 authorized to recheck the items set forth in the MPP.

6 It is understood that the Company will avoid using lead mechanics
7 as quality control members when properly authorized mechanics are
8 available, either on straight time or overtime bases.

9 It is further understood that the items set forth above, as well as
10 other items in the MPP will be inspected by inspectors as described in the
11 Basic Agreement, Article 4, Paragraph (D), at the stations where inspectors
12 are located.

13 This letter shall not be construed to set any precedent regarding the
14 interpretation of inspector's duties under the Basic Agreement and shall run
15 concurrently with the Duration provisions of the Basic Agreement.

16 If you concur with the above, please sign and return the original of
17 this letter to this office so that we may implement these provisions as soon
18 as possible.

19 Very truly yours,

20 /s/W. L. Wickham Assistant
21 Vice President Labor Relations

22 I CONCUR:

23 /s/ G. M. Kavros
24 Assistant General Chairman
25 District 141 of the IAMAW
26
27

1 **RE: COMPUTER PROGRAMMING**

2 May 20, 1987

3
4
5 Mr. Victor L. Mazzocco
6 Assistant General Chairman
7 District 141 - I.A.M.A.W.
8 R. D. #4, Box 300
9 McDonald, PA 15057

10
11 Dear Mr. Mazzocco:

12 During the 1987 round of negotiations, the Company and Union agreed to
13 clarify work involving the programming of certain computer operated
14 machinery. The use of the word "programming" in this matter does not
15 mean computer programming, but merely inputs into the machine program
16 associated with the specific instructions given to the machine to carry out its
17 designed function.

18 It is understood that such inputs to machine programs will be made by leads
19 or mechanics during the performance of their duties. However, it is also
20 understood that such machine program changes may be made by
21 supervisory personnel when such changes are made in the course of
22 instructing employees, or are made during experimental or developmental
23 stages of the machine program, or at any other time when such machine
24 program changes are not directly related to the productive aspects of the
25 machine.

26 Very truly yours,

27
28
29 /s/ Timothy R. Metcalf
30 Director, Labor Relations

1 **RE: CITY TO CITY BID AWARDS**

2 January 10, 1988

3 Mr. Victor L. Mazzocco
4 Assistant General Chairman District 141 - I.A.M.A.W.
5 R. D. #4, Box 300
6 McDonald, PA 15057
7

8 Dear Mr. Mazzocco:

9 During the course of the 1987 round of negotiations, the Company and
10 Union discussed the subject of travel time without loss of pay for those
11 employees transferring by exercise of seniority on city-to-city bid awards.

12 During these discussions, it was agreed that the Company would make
13 every effort, subject to the employee's request and the needs of the service,
14 to insure that an employee received up to four (4) days off without loss of
15 pay by arranging the employee's days off.

16 It was recognized during these discussions that there may be circumstances
17 where an employee's days off cannot be so arranged so as to provide four
18 (4) consecutive days off. In such cases, it will be the spirit of this letter to
19 provide the employee as much time off as possible without loss of pay. It is
20 further understood that the employee may choose to waive the contractual
21 time limits for changing days off to assist in meeting the intent of this letter.

22 Sincerely,

23 /s/ Timothy R. Metcalf Director,
24 Labor Relations

1 **RE: CUSTOMER CONTRACT MAINTENANCE**

2 January 10, 1988

3 Mr. Victor L. Mazzocco
4 Assistant General Chairman District 141 - I.A.M.A.W.
5 R. D. #4, Box 300
6 McDonald, PA 5057

7 Dear Mr. Mazzocco:

8 During the recent round of negotiations, the Company and Union discussed
9 the need to insure our ability to meet corporate needs in the area of
10 customer contract maintenance (occasionally referred to as Aviation Service
11 Division work).

12 In consideration of such matters, the Company and Union have agreed as
13 follows:

14 Should the Company establish (start or gain via merger) a shop bid area
15 function whose work is at least fifty percent (50%) or greater contracted
16 outside customer based (Aviation Service Division), such bid area function
17 may operate on a seven (7) day basis provided it meets all the terms of the
18 Basic Agreement and the following:

19 1. The regular days off for such bid area function shall be Friday/
20 Saturday; Saturday/Sunday; Sunday/ Monday.

21 2. Work currently or historically performed in any five (5) day
22 shop or seven (7) day shop being operated on a five (5) day basis shall not
23 be transferred to such a bid area function.

24 3. The establishment of such a bid area function will not result in
25 a reduction of headcount by classification in any other current shop or bid
26 area.

27
28 Very truly yours,

29 /s/ Ronald A. Butschle
30 Vice President,
31 Labor Relations

1 **RE: LEAVE OF ABSENCE-BIRTH OR ADOPTION**

2 May 6, 1992

3

4 Mr. Victor L. Mazzocco

5 Assistant General Chairman District 141 - I.A.M.A.W.

6 R.D. #6, Box 348

7 McDonald, PA 15057

8

9 Dear Mr. Mazzocco:

10 During the 1990 round of negotiations, the Union sought to clarify the
11 Company's practice concerning unpaid leaves of absence for employees
12 after the birth or adoption of a child.

13 It is understood that the Company intends to continue the practice of
14 granting unpaid leaves of absence after the birth or adoption of a child,
15 dependent on the needs of the service, or in the event of a serious illness of
16 immediate family members.

17 Sincerely,

18 /s/ Richard J. Frey

19 Director Labor Relations -Ground

1 **RE: FLEXIBLE SPENDING ACCOUNT**

2 June 17, 1992

3

4 Mr. Victor L. Mazzocco

5 Assistant General Chairman District 141 - I.A.M.A.W.

6 R.D. #6, Box 348

7 McDonald, PA 15057

8

9 Dear Mr. Mazzocco:

10 This will confirm the Company will establish a Flexible Spending Account
11 (FSA) Program by January 1, 1993. The January 1, 1993 implementation
12 date assumes an agreement is reached by October 15, 1993; otherwise, the
13 implementation date will be January 1, 1994. The program will consist of
14 two reimbursement accounts, one for eligible medical care expenses and the
15 other for eligible dependent care expenses.

16 The FSA Program will be designed to permit Mechanic and Related
17 employees to contribute a portion of their compensation through payroll
18 deduction into one or both accounts on a pre-tax basis. These payroll
19 deductions shall not reduce pay related benefits for the purposes of
20 retirement, disability or life insurance benefits, to the extent permitted by
21 law. As employees submit claims for eligible expenses throughout the year,
22 they will be reimbursed from their accounts. Elections by employees to
23 contribute to FSA's must be made prior to the beginning of the plan year.
24 No changes in elections are permitted during the plan year except in the
25 event of a change in family status, as defined under the US Airways
26 Medical Plan. Amounts not reimbursed and remaining in the FSA's at the
27 end of the plan year will be used to reduce expenses incurred in the
28 administration of the plan.

29 Maximums that may be excluded from tax during any taxable year will be
30 established in accordance with Internal Revenue Code provisions. The
31 maximum medical/dental care expense reimbursement of the Flexible
32 Spending Account Program will be \$7,500 or the maximum amount
33 permitted under the law.

34 Sincerely,

35 /s/Dwain C. Andrews

36 Vice President Labor Relations

1 **RE: ALTER EGO**

2 September 21, 1999

3 Mr. William Freiberger
4 Assistant General Chairman
5 District 141M – I.A.M.A.W.

6 This is to confirm the understandings reached between US Airways, Inc.
7 (the “Company”) and the I.A.M.A.W. (the “Union”) during negotiations
8 for the 1999 mechanical and related employee collective bargaining
9 agreement (the “Agreement”).

10 In the event that US Airways Group, Inc. or any wholly owned subsidiary
11 of US Airways Group, Inc., operates any aircraft other than commuter
12 aircraft or regional jets then the maintenance work on those aircraft shall
13 be subject to Article 2 of the 1999 Agreement.

14 Accepted and agreed:

| | | | |
|----|----------------------------|--------------------------|--------------------|
| 15 | _____ | _____ | _____ |
| 16 | /s/William Freiberger | /s/Lawrence M. Nagin | /s/John M. Hedblom |
| 17 | Assistant General Chairman | Executive Vice President | Vice President |
| 18 | On behalf of the IAMAW | Corporate Affairs and | Labor Relations |
| 19 | | General Counsel for | US Airways, Inc. |
| 20 | | US Airways Group, Inc. | |

1 **RE: MEDICAL EXAMS**

2 June 9, 1999

3
4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M – I.A.M.A.W.

7
8 Re: Medical Examinations
9

10 This will confirm our agreement during negotiations for the 1999
11 Mechanical and Related Employees collective bargaining agreement (the
12 1999 Agreement) regarding medical examinations.

13 A. Employees may be required to submit to a Company paid medical
14 examination at any time when the employee's entitlement to
15 limited duty under Article 8(I) is in question, or when the
16 Company reasonably determines that the employee's physical or
17 mental condition may impair the performance of his duties or
18 poses a safety hazard to himself, other employees or customers.

19 B. Any information obtained by or as a result of a Company's
20 medical examination shall be treated confidentially. The employee,
21 upon request, shall be furnished a copy of the Company's medical
22 examiner report.

23 C. Any employee who disagrees with the results of the Company
24 medical examination shall, at his option, have a review of his case
25 as follows:

- 26 1. The employee may employ a qualified medical examiner, of
27 his own choosing and expense, for the purpose of conducting a
28 physical/mental examination with regard to the conditions
29 covered by the Company's medical examination.
30
31 2. A copy of the findings of the medical examiner chosen by the
32 employee shall be furnished to the Company.
33
34 3. In the event the medical examiner chosen by the employee
35 disagrees with the medical examiner employed by the
36 Company, the Company will, at the written request of the
37 employee, ask that the two medical examiners agree upon and
38 appoint a third qualified and neutral medical examiner, who
39 shall examine the employee and make a determination with
40 regard to any of the matters referred to in Paragraph A.
41

- 1 4. Copies of such medical examiner's report shall be furnished to
2 the Company and the employee. The neutral examiners report
3 shall be final and binding on both parties.
4 5. The expense of the neutral medical examiner shall be borne
5 one-half (1/2) by the employee and one half (1/2) by the
6 Company.
7

8 Sincerely,

9
10 _____
11 /s/John M. Hedblom Vice
 President Labor Relations

12 Accepted and agreed:

13 _____
14 /s/William Freiberger
15 Assistant General Chairman
16 On behalf of the IAMAW

1 **RE: LETTER CONSOLIDATION**

2 February 17, 1999

3 Mr. William L.Freiberger
4 Assistant General Chairman
5 District 141M - I.A.M.A.W.

6 Dear Mr. Freiberger:

7 In response to our conversation in the 1999 negotiations relative to
8 consolidating letters of agreement into the Labor Agreement, the following
9 will be the framework for our discussions:

- 10 • The philosophy guiding the consolidation of Letters of Agreement is
11 one of housekeeping and clarity.
- 12
- 13 • This consolidation is not intended to advantage or disadvantage either
14 party.
- 15
- 16 • Neither party will use the fact that letters were discussed, included or
17 deleted in any grievance or arbitration.
- 18
- 19 • Both parties will commit to surface all letters they have knowledge of,
20 however it is recognized that after the consolidation there may be
21 letters of agreement between the parties that were not found during the
22 consolidation.
- 23

24 Your signature below indicates your concurrence.

25 Sincerely,

26 _____
27 /s/E. Allen Hemenway
28 Director Labor Relations -Ground
29

30 Agree and Concur:

31 _____
32 /s/William L. Freiberger
33

1 **RE: PENSION ACCRUAL WHILE ON LEAVE/FURLOUGH**

2 September 21 , 1999

3
4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M- IAMAW
7

8 Confirming the July 29, 1993 agreement reached between Victor
9 Mazzocco on behalf of the IAMAW and Richard Frey of US Airways in
10 the settlement of Grievance Number 92-04591, the following rules
11 regarding pension accrual apply:
12

- 13 • Employees who were, as of July 28, 1993, on authorized leaves of
14 absence or furlough will be entitled to have accrued Credited Service
15 for pensions for any time, which they were accruing seniority under
16 the Agreement.
17
- 18 • Employees who prior to July 28, 1993, had leaves of absence or
19 furlough and had returned to work prior to that date, will be entitled
20 to have accrued Credited Service for their pensions for any time
21 during such prior leave of absence or furlough on which they were
22 accruing seniority under the Agreement.
23
- 24 • With regard to any authorized leave of absence or furlough for 26
25 any US Airways/IAM Mechanic and Related Employees beginning
26 after July 28, 1993, the employees will continue to accrue Credited
27 Service for pension purposes as long as they continue to accrue
28 seniority, except that in no case will such a period be longer than a
29 cumulative period of five (5) years.
30

31 Sincerely,

32
33 _____
34 /s/ John M. Hedblom Vice
35 President,
36 Labor Relations

37 Agree and Concur:

38 _____
39 /s/William L. Freiberger 41

1 **RE: CO-OP**

2 June 9, 1999

3 William Freiberger
4 Assistant General Chairman
5 IAMAW District 141M

6 Dear Mr. Freiberger:

7 During the course of negotiations leading to the 1999 US Airways-IAMAW
8 Mechanical and Related Agreement, we discussed at length the considerable
9 value the Mechanical and Related employees have provided the Company
10 by engaging in collaborative problem solving. The purpose of this letter is
11 to reinforce the value that the Company places on this vital collaboration
12 and to make clear our commitment to a continuation of this relationship.

13 As you know, over the last several years the Company has placed a strong
14 emphasis on employee involvement in the strategy and design of our
15 operations, chiefly through the creation of and reliance upon employee task
16 forces. The simple reason for this is that the employees have the knowledge
17 and ideas to make our Company excel. We understand and appreciate that
18 this employee involvement has been particularly evident in the Maintenance
19 department where, time and time again, employees have designed,
20 recommended and implemented more efficient means for achieving our
21 common goals.

22 The Company commits to you that we will continue to work with the
23 IAMAW and our maintenance employees to identify special projects,
24 which, on a quantifiable basis, can be performed more efficiently inside the
25 Company rather than outside. Where this economic advantage can be
26 established, and while it can be maintained, we will explore ways to bring
27 this work in house to be performed by maintenance employees. We will
28 also explore appropriate means of reinvesting in the operation the savings
29 from cost reductions resulting from the insourcing of work. Of course, we
30 will have to work out specific goals for the economic advantage so that all
31 involved will know the expectations of this program. To this end the
32 Maintenance and Labor Relations departments will work closely with you
33 in developing these goals.

34 As we strive to grow into a global carrier of choice, it will continue to be
35 critical that the creativity of our employees be brought to bear on problem
36 solving.

1

Sincerely,

2

/s/ John M. Hedblom

3

Vice President,

4

Labor Relations

5

6

7 Agree and Concur:

8

9

/s/William L. Freiberger

10

1 **RE: AIRBUS TRAINING**

2
3 February 18, 1999

4
5 William Freiberger
6 Assistant General Chairman
7 District 141M – I.A.M.A.W.
8

9
10 Dear Mr. Freiberger:
11

12 As we discussed during negotiations, due to the high volume and
13 specialized nature of training required to introduce the Airbus Aircraft into
14 US Airways fleet, the following understanding is reached regarding Article
15 17(J).

16 Specialized Manufacturer Training will include all Airbus Initial Training
17 for the 330 aircraft conducted at any location. Additionally, any training
18 conducted at any manufacturer's location will be considered as Specialized
19 Manufacturer's Training.

20 For training associated with the A330 aircraft, the stability period will be
21 twenty-four (24) months following the beginning of training, except that no
22 A330 trained employee shall have a stability period exceeding twelve (12)
23 months following the introduction of the A330 aircraft into US Airways
24 service.

25 For A330 series aircraft, the Company and the Union will meet on each
26 anniversary of the effective date of this agreement to discuss the continued
27 need for Airbus Stability periods. Both parties recognize that these stability
28 periods will be eliminated when a sufficient number of employees have
29 received the training.

30 Your signature below indicates your concurrence.

31 Sincerely,

32
33 _____
34 /s/ John M. Hedblom
35 Vice President, Labor Relations

36 Agree and Concur:

37
38 _____
39 /s/William L. Freiberger

1 **RE: RETIREMENT FROM INACTIVE STATUS**

2
3 June 16,1999

4
5 Mr. William L.Freiberger
6 Assistant General Chairman
7 District 141M - I.A.M.A.W.
8

9
10 Dear Mr. Freiberger:

11
12
13 During the recent round of negotiations the issue concerning employees
14 retiring from inactive service was discussed. This letter is to confirm that
15 the Company discontinued the practice which required Mechanical and
16 Related employees, who are on the seniority roster but not on the active
17 payroll, to return to work for at least one day prior to retirement in order to
18 be eligible for retirement benefits, e.g., flight and medical/dental.
19

20 Sincerely,

21
22
23 _____
24 /s/ John M. Hedblom
25 Vice President,
26 Labor Relations
27

28
29 Agree and Concur:

30
31 _____
32 /s/William L. Freiberger
33

1 **RE: MANDATORY OVERTIME FOR AIRCRAFT DEICING**

2 September 21, 1999

3 Mr. William Freiberger
4 Assistant General
5 Chairman IAMAW
6 District 141M

7 Dear Mr. Freiberger:

8 Per our discussions in negotiations, the following situations should be
9 considered as valid and compelling reasons for declining mandatory deicing
10 overtime:

- 11 • Unavoidable child care problems where, for example, due to the lack
12 of advance notice of the overtime requirement the employee has a
13 young child who will be unattended by an adult or person of suitable
14 age and discretion. This is not intended to apply to a situation where,
15 for example, a high school age student would be home for a period of
16 hours.
- 17
18 • Medical restrictions imposed on an employee by a qualified medical
19 practitioner who, for example, limit the physical activities or the
20 number of hours that an employee can work in the workday which
21 conflict with the overtime requirement. On the other hand, this is not
22 intended to apply where an employee is attempting to avoid working
23 the mandatory overtime in order to engage in outside employment or
24 other personal activities of the type and nature not referenced in this
25 letter.
- 26
27 • FMLA qualifying situations where, for example, an eligible
28 employee is required to care for an elderly and /or disabled family
29 member but, due to the lack of advance notice of the mandatory
30 overtime requirement, the family member will be unattended.
- 31
32 • Critical appointments and such events as weddings, funerals,
33 baptisms, bar mitzvahs, and graduations in the family, real estate
34 closings, and certain doctor appointments which cannot be
35 rescheduled. This is not intended to apply to sporting events or other
36 social events.

37
38 Your signature below indicates the concurrence of the IAMAW to the terms
39 of this letter.

40

1 Sincerely,

2

3

4 _____
/s/ John M. Hedblom

5 Vice President,

6 Labor Relations

7

8

9

10 Agree and Concur:

11

12

13

14 _____
/s/William L. Freiberger

1 **RE: AIRCRAFT STORAGE**

2
3 March 7, 2000

4
5 Mr. William Freiberger
6 Assistant General Chairman
7 District 141M

8
9 Dear Mr. Freiberger:

10
11 The following will confirm our understanding on the issue of short or long
12 term storage of aircraft in the desert.

13
14 The Company agrees that where company mainline aircraft which the
15 company intends to sell, lease, or return to service are prepared for storage,
16 such storage work will be considered within the scope of the Mechanical
17 and Related agreement. Work associated with returning company mainline
18 aircraft from storage to active company service will also be considered
19 within the scope of the Mechanical and Related agreement. Any storage
20 work for company mainline aircraft that are removed from service to be
21 scrapped or donated, will no be considered Mechanic and Related work.

22
23
24 Sincerely,

25
26 _____
27 /s/E. Allen Hemenway
28 Director - Labor Relations – Ground
29 US Airways, Inc.

30
31 I concur:

32
33 _____
34 /s/William Freiberger
35 Assistant General Chairman
36 I.A.M.A.W District 141M

1 **RE: INSPECTORS BIDDING LEAD JOBS**

2 March 27, 2000

3

4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M

7

8 Dear Mr. Freiberger:

9

10 The following will confirm our understanding on the issue of “Inspectors
11 bidding Lead Jobs”.

12

13 Where an Inspector works in a multiple function bid area, in order to be
14 considered qualified to bid a Lead Mechanic job, the Inspector must have at
15 least 2080 hours of Inspection work in the particular function related to the
16 specific bid area. Additionally, he must meet the minimum qualifications
17 for the Basic Mechanic job.

18

19 Sincerely,

20

21

22

23 _____
24 /s/E. Allen Hemenway
25 Director Labor Relations – Ground
26 US Airways, Inc.

27

28 I concur:

29

30

31 _____
32 /s/William Freiberger
33 Assistant General
34 Chairman
I.A.M.A.W District 141M

35 cc: Maintenance Management Staff

1 **RE: BUMPED AFTER RECALL**

2 March 27, 2000

3
4 Tom Reagan
5 Vice President at Large
6 IAMAW District 141M

7
8 Dear Mr. Reagan,

9
10 The following will confirm our understanding, and is in full settlement of
11 grievance 98-011236. This settlement is reached as a result of our Review
12 Board hearing in January 2000.

13
14 The company agrees that following the date of this settlement, should an
15 employee who has been recalled or awarded a bid from layoff, be bumped
16 again prior to reporting to work, such employee will be allowed to again
17 exercise his seniority subject to the provisions in the Collective Bargaining
18 Agreement. Employees in this situation who are allowed to re-exercise their
19 seniority will continue to be considered in an inactive furlough status until
20 they return to work.

21
22
23 Sincerely,

24
25
26 _____
27 /s/E. Allen Hemenway
28 Director Labor Relations-Ground

29
30
31 I concur:

32
33 _____
34 /s/Tom Reagan Vice
35 President at Large
36 IAMAW District 141M

1 **RE: MACHINE SHOP TEST**

2
3 June 30, 2000

4
5 Mr. William Freiberger
6 Assistant General Chairman
7 District 141M - I.A.M.A.W.
8

9
10 Dear Mr. Freiberger: 11

11
12 The following will confirm our agreement reached in our recent discussions
13 concerning the qualification test required of all bidders for a mechanic
14 position in the Company's Machine Shop bid area described in Article 9 of
15 the current agreement.

16
17 The agreement states (in part): "...and must satisfactorily demonstrate his
18 qualifications by successfully completing a test".
19

20 Therefore, it is agreed , all applicants, upgrades or employees exercising
21 seniority into the machine shop must possess the minimum qualifications
22 described in Article 9, paragraph I. and successfully complete the attached
23 test.
24

25 Failure to qualify under the terms and conditions set forth in the labor
26 agreement will cause the employee to be ineligible to bid, bump or
27 otherwise hold a position in the machine shop for six (6) months. This six
28 (6) month period shall be the minimum waiting period before the machine
29 shop test will be re-administered.
30

31 Sincerely,

32
33 _____
34 /s/E. Allen Hemenway
35 Director- Labor Relations Ground
36 US Airways, Inc.
37

38 I concur:

39 _____
40 /s/Mr. William Freiberger
41 Assistant General Chairman
42 IAMAW – District 141M
43
44

1 **Machine Shop Test**

2 The machine shop test consists of two (2) parts. Each applicant must
3 successfully complete Part A and then successfully complete Part B within
4 eight (8) hours.

5 A test result form (Part C) will be completed and copies sent to
6 Maintenance Administration, the employee and the Machine Shop manager.

7 At the end of the test, all material will be marked with the date, the
8 employee's name and the tester's name and will remain on file in the
9 machine shop for one (1) year from the date of the test.

10 The test will be as follows:

11 **Part A - Standard Print Reading**

- 12 - Identification of common symbols
- 13 - Dimensional finding
- 14 - Tolerance and specification findings

15 **Part B – Part Manufacture per US Airways' print**

- 16 - Machining operations required
 - 17 - Lathe turning
 - 18 - Milling
 - 19 (Both on conventional equipment)
 - 20
- 21 - All necessary turning and milling tooling will be provided
- 22 - All precision measuring and thread gauge tooling will be provided
- 23
- 24 - Part to be manufactured will be from a reasonable material for
- 25 machining(7075T-6)
- 26
- 27 - Part to be manufactured will be provided in a rough-out condition
- 28 with approximately 1/4" excess material to all dimensions

1 **Part C – Machine Shop Test Results**
2
3

4 **Name:** **Employee Number:** **Date of Test:**
5
6

7 _____
8
9

10 **Tester:** _____
11

12
13 **Accepted:** _____ **Rejected:** _____
14

15
16 **Reason for Rejection:**
17 _____
18
19 _____
20
21 _____
22

23 Note: Testing material will remain on file in the Machine Shop for a period
24 of one (1) year from the date of the test.

25 cc: Maintenance Administration
26 Machine Shop
27 Employee

1 **RE: SENIORITY TIE BREAKERS**

2
3 October 13, 2000

4
5 Mr. William L. Freiberger
6 Assistant General Chairman
7 District 141M – IAMAW
8 228 Moon Clinton Road
9 Moon Township, PA 15108

10
11 Dear Mr. Freiberger:

12
13 This letter will confirm our agreement during the July, 2000 AGC / US
14 Airways meeting regarding seniority tiebreakers.

15
16 The Company agrees when two or more employees have the same seniority
17 date, the following method will be used to determine the seniority order:

- 18
19 1. Identical Premium Classification Seniority - the senior employee
20 will be the employee who has the most seniority in the basic
21 classification. (Example: Two Inspectors were promoted to Lead
22 Mechanic on the same day, and promoted to inspector on the same
23 day; the lead mechanic senior on the basis of basic mechanic
24 seniority time would be senior.)
25
26 2. Identical Basic Classification Seniority - the senior employee will
27 be the employee who has the most seniority under the agreement.
28 (Example: Two Inspectors were promoted to Lead Mechanic on
29 the same day, and promoted to inspector on the same day and
30 became mechanics on the same day; the lead mechanic with the
31 most recognized mechanic seniority would be senior.

32
33 Your signature below indicates your concurrence.

34
35 Sincerely,

36 _____
37 /s/E. Allen Hemenway
38 Director, Labor Relations –Ground

39 Agree and concur

40 _____
41 /s/William L. Freiberger

1 **RE: PAY PROGRESSION**

2 August 25, 2000

3

4

5 Mr. William L. Freiburger
6 assistant General Chairman
7 District 141M – IAMAW
8 228 Moon Clinton Road
9 Moon Township, PA 15108

10

11 Dear Mr. Freiburger:

12

13 The following will confirm the long standing past practice concerning when
14 an employee stops progressing through the pay steps as described in the
15 matrix on page 198 of the agreement.

16

17 Upon the date an employee starts any unpaid leave of absence, including
18 non-supplemented OJI Leave, pay progression will cease. Upon the
19 employee's return to service, an adjusted pay seniority date will be
20 established reflecting the time lost during their leave period.

21

22 Sincerely,

23

24

25 _____
26 /s/E. Allen Hemenway
27 Director, Labor Relations –Ground

28

29 Agree and concur

30

31

/s/William Freiburger 29 District 141M

1 **RE: PROBATIONARY EMPLOYEES AND SWAPS**

2 August 25, 2000

3 Mr. William L. Freiberger
4 Assistant General Chairman
5 District 141M – IAMAW
6 228 Moon Clinton Road
7 Moon Township, PA 15108

8 Dear Mr. Freiberger:

9 The following will confirm our agreement clarifying when probationary
10 employees and shift trading.

11 The language in Article 17, paragraph M, item 5 indicates... “Employees
12 working in probationary period are not eligible to participate under these
13 provisions.” This language was intended to cover new hire employees in a
14 probationary period and not employees in a probationary period due to an
15 upgrade. It was not intended to apply to those employees required to serve a
16 probationary period due to transferring into different bid areas after being
17 upgraded.

18 Therefore upgraded employees serving in a probationary period will be
19 permitted to shift trade with other qualified employees within their bid area
20 and classification.

21

22

23

Sincerely,

24

25

/s/E. Allen Hemenway

26

Director, Labor Relations -Ground

27

28

29

Agree and concur

30

31

32

/s/William Freiberger

33

District 141M

1 **RE: AIRBUS STABILITY PERIOD**

2 April 18, 2001

3 Mr. William L. Freiberger
4 Assistant General Chairman
5 District 141M – IAMAW 228
6 Moon Clinton Road Moon
7 Township, PA 15108

8 Dear Mr. Freiberger:

9 The following will clearly define our discussions concerning “Stability
10 Periods” resulting from Specialized Manufacturer Training for the Airbus
11 330 aircraft. However, employees in a “Stability Period” resulting from
12 Specialized Manufacturer Training for the A330 aircraft, will only be
13 permitted to transfer to other Line Maintenance Stations operating the A330
14 aircraft.

15
16 Sincerely,

17 _____
18
19 /s/E. Allen Hemenway
20 Director, Labor Relations -Ground

21
22
23
24 Agree and concur

25
26 _____
27 /s/William Freiberger
28 Assistant General Chairman
29 District 141M

1 **RE: SWAPS WHILE ON LIGHT DUTY**

2 April 18, 2001

3 Mr. William L. Freiberger
4 Assistant General Chairman
5 District 141M – IAMAW
6 228 Moon Clinton Road
7 Moon Township, PA 15108

8 Dear Mr. Freiberger:

9 The following will clearly define our discussions concerning an employee's
10 ability to participate in the Shift Swap provisions described in paragraph M
11 of Article 17 while working in a limited duty capacity.

12 Limited duty employees are permitted to shift swap (off) with full duty
13 employees but are not permitted to shift swap (on) with full duty employees
14 as they are not qualified to perform all the duties of the full duty employee.

15 Any full duty employee agreeing to work the limited duty employee's shift
16 will be required to perform the normal duties of a full duty employee.

17
18 Sincerely,

19
20
21 _____
22 /s/E. Allen Hemenway
23 Director, Labor Relations -Ground
24

25
26
27
28 Agree and concur

29
30 _____
31 /s/William Freiberger
32 Assistant General Chairman
33 District 141M

1 **RE: SIDA BADGE**

2
3 Date: January 14, 2002

4 To: All IAM and Related Employees

5 From: Tim Conlon - Manager Maintenance Administration

6 Subject: Fingerprinting Requirements - Letter of Agreement 02-41

7 As you are aware, the FAA is requiring a criminal background check
8 and fingerprinting for all employees requiring unescorted SIDA
9 (Security Identification Display Area) access. Employees moving from
10 one station to another must obtain a new SIDA ID and be fingerprinted
11 for the criminal background check prior to being allowed access to the
12 operating areas. Additionally they may have a delay in receiving SIDA
13 access in a new location as a result of these recent FAA requirements.
14 The following procedures have been developed to provide employees a
15 means of delaying their report dates to new locations prior to the
16 approval and issuance of their new location SIDA badge. These new
17 procedures will take effect on January 15th, 2002.

18 **Obtaining a New SIDA Badge**

19 When employees are transferred to a new location, through a bid or bump,
20 employees who recognize that there may be a delay in receiving the
21 necessary SIDA badging may request an extension of their report date in
22 order to remain in their existing location for a time sufficient to allow for
23 the normal processing of airport SIDA badging in the new work location.

24 Employees who request authority to delay their report date, must comply
25 with all provisions described below. Any employee who fails to properly
26 comply with the rules as listed below, or who does not make a request for
27 a delay in transfer to the new location within ten (10) days of being
28 advised of the transfer, will be transferred to the new work location as
29 described in the labor agreement and any time for which the employee
30 cannot work due to a lack of proper badging will be unpaid. Employees in
31 an unpaid status due to a lack of badging may use DAT, Comp or accrued
32 vacation if they do not have DAT or Comp time accrued, at their
33 discretion, to be compensated for the unpaid time awaiting SIDA
34 clearance in the new location.

1 **Procedures**

2 1. Upon receipt of move paperwork (reassignment or bid award), the
3 employee must contact their new station within one (1) business day to get
4 any instructions/paperwork necessary to get the new SIDA badge. The
5 employee must make an appointment with the new airport within seven (7)
6 days for the fingerprinting and application necessary to receive SIDA access
7 in the new location. Every effort should be made by the employee to
8 accomplish this appointment as quickly as can be scheduled by the airport
9 authority in the new location. Employees may request DAT, Comp or an
10 ERDO, if accomplishing the appointment on the next regularly scheduled
11 day off will delay the process. Employees will be authorized space available
12 company business travel to the new location in order to accomplish the
13 required fingerprinting and application. Where space available travel is not
14 practical, the company may elect to grant space positive travel.
15

16 2. The employee must immediately notify their existing manager that
17 they have contacted their new station and the airport authority. The existing
18 station will be responsible for arranging travel as outlined in item 1 above.
19

20 3. Upon return to their existing station, following completion of the
21 fingerprinting and SIDA application at their new station, the employee must
22 present verification that the procedure is complete.
23

24 4. Employees who properly request a report delay as outlined herein,
25 and who properly comply with these provisions may be granted an
26 extension delaying their report date to the new city, sufficient to process a
27 normal SIDA application. Where delays result from employees lack of
28 compliance, or delays resulting from airport questions regarding issues in
29 the fingerprinting and/or background and/or application which might delay
30 the normal process or render the employee not eligible for SIDA access, the
31 company may suspend the terms of this letter.
32

33 5. Employees allowed to stay in their existing station due to these
34 provisions will remain in their existing classification and pay status.
35

36 The company and the union agree that either may cancel this agreement
37 with three days notice, and that this agreement is reached on a non-
38 precedent and non-referral basis.
39

40 Agree and concur:

41
42 For the Union:

For Labor Relations:

43
44 /s/Bill Freiburger
45 Assistant General Chairman
46 IAMAW District 141M

/s/E. Allen Hemenway
Director Labor relations - Ground
US Airways, Inc.

1 **RE: BACKGROUND CHECK**

2 May 01, 2002

3
4 Bill Freiberger
5 Assistant General Chairman
6 IAMAW-District 141M

7
8 Dear Bill:

9
10 The union has recently raised the question regarding the company position
11 should a criminal history records check, as required under the TSA
12 fingerprinting regulations, disclose information regarding criminal activity
13 that is not a disqualifying offense within the meaning of the regulations, *i.e.*,
14 is not on the list of disqualifying offenses included in the regulations or did
15 not occur within the last ten years.

16
17 The answer is that no information obtained in connection with the CHRC
18 will be used for any purpose not permitted under the regulations. We
19 believe that the regulations as presently written do not provide for the use of
20 any information regarding non-disqualifying offenses and/or any offenses
21 that occurred more than 10 years before the date of the individual's
22 application for unescorted SIDA access.

23
24
25 Sincerely,

26
27
28 /s/E. Allen Hemenway
29 Director Labor Relations-Ground

30
31
32 CC: Mckeen
33 Doan
34 Nardello
35 Lebeau
36 Hartzell

1 **RE: BACK TO BACK SWAPS**

2
3 Re: "Back to Back" Shift Swaps

4
5 March 4, 2003

6
7 Mr. William Freiberger
8 Assistant General Chairman District 141M - IAMAW

9
10 Dear Mr. Freiberger:

11
12 The following will confirm our understanding regarding the company and
13 union agreement regarding the allowance of back to back double shift
14 swaps. This agreement is cancelable by either party subject to a thirty- (30)
15 day notification:

- 16
17 1. Employees may shift swap to work back to back double shifts,
18 once per workweek.
- 19 2. The company may disapprove any back to back double shift swap
20 for any employee where the company finds that there is evidence the
21 employee's productivity, safety, or job performance is adversely affected, as
22 described in item 6 below.
- 23 3. There must be a minimum of 7 hours of rest between each of the
24 double shifts worked back to back.
- 25 4. Back to back double shift swaps will not be approved for any
26 employee who is on a written warning or higher of the attendance control
27 program.
- 28 5. In circumstances where shift trades have been approved (single
29 shift or double shift) and where the employee who is scheduled to work for
30 another employee is unable to do so (e.g., due to a leave of absence (paid or
31 unpaid), transfer, termination, jury duty, schedule re-bid, occupational
32 injury), the Company reserves the right to cancel an approved shift trade
33 provided seven (7) days notice is given to affected employees.
- 34 6. In the event that the company finds any evidence of an adverse
35 impact to the employee's performance, productivity or safety the
36 employee's supervisor shall discuss the concerns with the employee.
37 Following the discussion, should the company again find further indications
38 of an adverse impact to the employee's productivity, safety, or job
39 performance then the employees back to back shift swaps will be

1 suspended for six (6) months. Any grievance filed as a result of the
2 suspension of back to back double shift swaps will be limited to the factual
3 question of whether the employee was advised of the company concerns
4 over the adverse impact to their performance, safety or productivity and
5 such grievance will end at the Review Board step of the grievance process.
6

7
8 Sincerely,
9

10 _____
11 /s/E. Allen Hemenway
12 Managing Director - Labor Relations
13 Ground
14

15
16 Agree and concur:
17

18 _____
19 /s/William Freiberger
20 Assistant General Chairman
21 District 141M – IAMAW
22

1 **RE: WHOLLY OWNED CARRIERS (FROM SEPTEMBER 2002**
2 **RESTRUCTURING AGREEMENT)**

3 Employment and other conditions at Wholly Owned Carriers

4 A. US Airways shall request PSA, Piedmont, and Allegheny
5 (hereafter “Wholly Owned Carriers”) to make job offers and employ
6 furloughed Employees who apply for Wholly Owned Carrier Vacancies in
7 accordance with the following provisions. It is recognized, however, that
8 US Airways does not control the hiring and employment policies of the
9 Wholly Owned Carriers, and thus cannot be responsible for their
10 compliance with these provisions. US Airways will request that the Wholly
11 Owned Carriers indicate, in writing, within seven (7) days of the agreement
12 between the Company and the Union, whether they will comply with the
13 provisions below.

14 1. Employees who are furloughed on or after the effective date of this
15 agreement who desire transfer to a Wholly Owned Carrier Vacancy will be
16 required to notify the Wholly Owned Carrier and submit their application to
17 the Wholly Owned Carrier. Employees who are on furlough as of the
18 effective date of this agreement who are interested in applying for
19 Vacancies at the Wholly Owned Carrier must submit their application to the
20 Wholly Owned Carrier within forty-five (45) days of the date that the
21 Wholly Owned Carrier notifies the Employee that it will begin to accept
22 applications. Applications must include all locations for which the
23 employee is applying.

24 2. The Wholly Owned Carrier will be requested to offer employment to any
25 qualified furloughed Employee who has applied under the terms stated in
26 item (1) above prior to employing anyone else in that Vacancy. As
27 employment opportunities become available, the Wholly Owned Carrier
28 will be requested to offer such positions in relative seniority order to
29 qualified Employees who have submitted applications in accordance with
30 this Agreement.

31 3. Furloughed Employees who accept positions at the Wholly Owned
32 Carrier under these terms will be entitled to such seniority and terms and
33 conditions of employment as are applicable in the CBA or employment
34 policies of the Wholly Owned Carrier. Severance allowance, and any other
35 benefits to which these Employees are entitled under the US Airways CBA
36 shall not cease, or be adversely affected, upon the effective date of hire at
37 the Wholly Owned Carrier.

1 4. Wholly Owned Carriers will be requested to release Furloughed
2 Employees who accept recall or transfer back to US Airways positions in
3 order to comply with report dates pursuant to the terms of the US Airways
4 CBA.

5
6 B. Furloughed Employees working at a Wholly Owned Carrier
7 will continue to be considered on furlough from US Airways and will
8 accrue US Airways seniority under the terms of the US Airways CBA
9 applicable to Furloughed Employees.

10 II. Definitions

11 The following definitions apply to certain terms used in this
12 Agreement.

- 13 1. Employees. The term “Employees” refers to Mechanic and Related
14 employees of US Airways represented by the IAM.
15
16 2. Vacancies. The terms “vacancies” refers to vacant job positions in
17 the Mechanic and Related craft or class.

Attachment A Copays, Deductibles & OOP Maximums (From the January 2003 Restructuring Agreement)

| Year | 2008 | |
|------------------------------------|-------------|----------|
| Deductible (single/family) | | |
| 80/60 PPO Plan | | |
| In-network | \$450 | \$900 |
| Out-of-network | \$900 | \$1,800 |
| 90/70 PPO Plan | | |
| In-network | \$225 | \$450 |
| Out-of-network | \$450 | \$900 |
| 100/80 PPO Plan | | |
| In-network | \$225 | \$450 |
| Out-of-network | \$450 | \$900 |
| OOP Maximum (single/family) | | |
| 80/60 PPO Plan | | |
| In-network | \$3,000 | \$6,000 |
| Out-of-network | \$6,000 | \$12,000 |
| 90/70 PPO Plan | | |
| In-network | \$1,500 | \$3,000 |
| Out-of-network | \$3,000 | \$6,000 |
| 100/80 PPO Plan | | |
| In-network | N/A | N/A |
| Out-of-network | \$3,000 | \$6,000 |
| Office Copays | | |
| Primary Care Physician | \$25 | |
| Specialist | \$40 | |
| Prescription Drug Copay | | |
| Retail | | |
| Generic | \$15 | |
| Formulary Brand | \$30 | |
| Nonformulary Brand | \$50 | |
| Mail Order | | |
| Generic | \$30 | |
| Formulary Brand | \$60 | |
| Nonformulary Brand | \$100 | |

US Airways

**Eligible Actives, Inactives, and Post 1/1/03 Pre-65 Retiree Survivor- Full Time- IAM Mechanic & Related
(From the January 2003 Restructuring Agreement)**

Attachment A-1

| | <u>Trend</u> | <u>PPO 80/60 - Flat 7.0%</u> | | | | <u>PPO 90/70 - Flat 14.0%</u> | | | | <u>PPO 100/80 - Flat 19.4%</u> | | | |
|-----------------------|--------------|------------------------------|----------------|--------------|-----------------|-------------------------------|----------------|--------------|-----------------|--------------------------------|----------------|--------------|-----------------|
| | | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> |
| 2008 | | | | | | | | | | | | | |
| Contribution Base | 12% | 427.43 | 854.85 | 812.99 | 1,412.25 | 462.68 | 925.36 | 879.08 | 1,529.04 | 493.51 | 984.83 | 936.36 | 1,628.16 |
| Employee Contribution | | 30.00 | 60.00 | 57.00 | 99.00 | 65.00 | 130.00 | 123.00 | 215.00 | 96.00 | 191.00 | 182.00 | 316.00 |

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Trends in 2006 were reduced by 3% to avoid double counting due to the indexing of Co-Pays, Deductibles, and OOP maximums.

US Airways

Eligible Current Survivors of (Pre 1/1/03) Pre-65 Retirees- Full Time- IAM Mechanic & Related

Attachment A-2 (From the January 2003 Restructuring Agreement)

| | <u>Trend</u> | <u>PPO 80/60 - Flat 3.5%</u> | | | | <u>PPO 90/70 - Flat 7.0%</u> | | | | <u>PPO 100/80 - Flat 9.7%</u> | | | |
|-----------------------|--------------|------------------------------|----------------|--------------|-----------------|------------------------------|----------------|--------------|-----------------|-------------------------------|----------------|--------------|-----------------|
| | | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+Ch</u> | <u>Ee + Fam</u> |
| 2008 | | | | | | | | | | | | | |
| Contribution Base | 12% | 427.43 | 854.85 | 812.99 | 1,412.25 | 462.68 | 925.36 | 879.08 | 1,529.04 | 493.51 | 984.83 | 936.36 | 1,628.16 |
| Employee Contribution | | 15.00 | 30.00 | 28.00 | 49.00 | 32.00 | 65.00 | 62.00 | 107.00 | 48.00 | 96.00 | 91.00 | 158.00 |

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Trends in 2006 were reduced by 3% to avoid double counting due to the indexing of Co-Pays, Deductibles, and OOP maximums.

US Airways

Eligible Survivors of Current (Pre-1993) Medicare Eligible Retirees- Full Time- IAM Mechanic & Related

(From the January 2003 Restructuring Agreement)
Attachment A-3

| | | 80% Indemnity | | 90% Indemnity | | 100% Indemnity | |
|-----------------------|--------------|-------------------------------|-----------------|-------------------------------|-----------------|-------------------------------|-----------------|
| | | Contribution = flat 0% | | Contribution = flat 0% | | Contribution = flat 0% | |
| <i>2008</i> | <u>Trend</u> | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> |
| Contribution Base | 10% | 371.62 | 743.23 | 412.46 | 824.90 | 498.21 | 996.42 |
| Employee Contribution | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

Notes: 1) Eligible Part Time rates are two times Full Time rates. 2) Employee + One is EE plus spouse or EE plus medicare-eligible dependent.

US Airways

Eligible Survivors of Current (Post-1993) Medicare Eligible Retirees- Full Time- IAM Mechanic & Related

(From the January 2003 Restructuring Agreement)
Attachment A-4

| | | 80% Indemnity | | 90% Indemnity | | 100% Indemnity | |
|-----------------------|--------------|---------------------------------|-----------------|---------------------------------|-----------------|---------------------------------|-----------------|
| | | Contribution = flat 5.5% | | Contribution = flat 5.5% | | Contribution = flat 5.5% | |
| <i>2008</i> | <u>Trend</u> | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> |
| Contribution Base | 10% | 371.62 | 743.23 | 412.46 | 824.90 | 498.21 | 996.42 |
| Employee Contribution | | 20.00 | 41.00 | 23.00 | 45.00 | 27.00 | 55.00 |

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Employee + One is EE plus spouse or EE plus medicare-eligible dependent.

US Airways

Eligible Survivors of Future (Post 1/1/03) Medicare Eligible Retirees- Full Time- IAM Mechanic and Related

(From the January 2003 Restructuring Agreement)

Attachment A-5

| 2008 | <u>Trend</u> | 80% Indemnity | | 90% Indemnity | | 100% Indemnity | |
|-----------------------|--------------|-------------------------------|-----------------|--------------------------------|-----------------|----------------------------------|-----------------|
| | | Contribution = flat 7% | | Contribution = flat 14% | | Contribution = flat 19.4% | |
| | | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> | <u>Ee</u> | <u>Ee + One</u> |
| Contribution Base | 10% | 371.62 | 743.23 | 412.46 | 824.90 | 498.21 | 996.42 |
| Employee Contribution | | 26.00 | 52.00 | 58.00 | 115.00 | 97.00 | 193.00 |

Notes:

- 1) Eligible Part Time rates are two times Full Time rates.
- 2) Employee + One is EE plus spouse or EE plus Medicare-eligible dependent.

US Airways

Split Families- Eligible Survivors of Retirees- Full Time- IAM Mechanic and Related

Attachment A-6 (a) (From the January 2003 Restructuring Agreement)

Post 1/2/2003 Retirees Only

80% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|-------------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret <65</u> |
| 2008 | 26.00 | 30.00 | 56.00 | 56.00 | 56.00 | 57.00 | 83.00 | 82.00 | 99.00 | 83.00 |

90% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|----------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Sps <65</u> | <u>Sps 65+</u> | <u>Sps <65</u> | <u>Sps 65+</u> |
| 2008 | 58.00 | 65.00 | 123.00 | 123.00 | 123.00 | 123.00 | 181.00 | 180.00 | 215.00 | 181.00 |

100% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|----------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Sps <65</u> | <u>Sps 65+</u> | <u>Sps <65</u> | <u>Sps 65+</u> |
| 2008 | 97.00 | 96.00 | 193.00 | 193.00 | 193.00 | 182.00 | 279.00 | 289.00 | 316.00 | 279.00 |

Notes: 1) Eligible Part Time rates are two times Full Time rates. 2) Post 1/2/2003 retirees only

US Airways

Split Families- Eligible Survivors of Retirees- Full Time- IAM Mechanic and Related

Attachment A-6 (b) (From the January 2003 Restructuring Agreement)
Only

Existing Post 1992 and Pre 1/2/2003 Retirees

| | | Single Coverage | | E+S Coverage | | E+C Coverage | | Family Coverage | | | |
|------------------|--|-----------------|---------|--------------|---------|--------------|---------|-----------------|---------|---------|---------|
| | | Ret 65+ | Ret <65 | Ret 65+ | Ret <65 | Ret 65+ | Ret <65 | Ret 65+ | Ret 65+ | Ret <65 | Ret <65 |
| Year | | Sps <65 | Sps 65+ | Sps <65 | Sps 65+ | Sps <65 | Sps 65+ | Sps <65 | Sps 65+ | Sps <65 | Sps 65+ |
| 80% Plan | | | | | | | | | | | |
| 2008 | | 20.00 | 15.00 | 35.00 | 35.00 | 35.00 | 28.00 | 48.00 | 56.00 | 49.00 | 48.00 |
| 90% Plan | | | | | | | | | | | |
| 2008 | | 23.00 | 32.00 | 55.00 | 55.00 | 55.00 | 62.00 | 85.00 | 77.00 | 107.00 | 85.00 |
| 100% Plan | | | | | | | | | | | |
| 2008 | | 27.00 | 48.00 | 75.00 | 75.00 | 75.00 | 91.00 | 118.00 | 103.00 | 158.00 | 118.00 |

Notes:

1) Eligible Part Time rates are two times Full Time rates. 2) Existing post 1992 retirees only

US Airways

Split Families- Eligible Survivors of Retirees- Full Time- IAM Mechanic and Related

Attachment A-6 (c) (From the January 2003 Restructuring Agreement)

Existing Pre 1993 Retirees

Only

80% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|-------------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret <65</u> |
| 2008 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

90% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|----------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Sps <65</u> | <u>Sps 65+</u> | <u>Sps <65</u> | <u>Sps 65+</u> |
| 2008 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

100% Plan

| <u>Year</u> | <u>Single Coverage</u> | | <u>E+S Coverage</u> | | <u>E+C Coverage</u> | | <u>Family Coverage</u> | | | |
|-------------|------------------------|-------------------|---------------------|-------------------|---------------------|-------------------|------------------------|----------------|-------------------|----------------|
| | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Sps <65</u> | <u>Sps 65+</u> | <u>Sps <65</u> | <u>Sps 65+</u> |
| 2008 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

Notes:

1) Eligible Part Time rates are two times Full Time rates. 2) Existing pre 1993 retirees only

US Airways

Managed Dental Plan- IAM Mechanic & Related

Attachment A-7 (From the January 2003 Restructuring Agreement)

Eligible Actives, and Inactives

**Eligible Survivors of Current
and Future Post-65
Retirees**

Flat 10.0% Employee Contribution

100% Contribution

| <i>2008</i> | <u>Trend</u> | <u>Ee</u> | <u>Ee + Sp</u> | <u>Ee+ Ch</u> | <u>Ee + Fam</u> | <u>Ee</u> | <u>Ee + Sp</u> |
|-----------------------|--------------|-----------|----------------|---------------|-----------------|-----------|----------------|
| Contribution Base | 6% | 36.00 | 69.00 | 65.00 | 114.00 | 36.00 | 69.00 |
| Employee Contribution | | 3.60 | 6.90 | 6.50 | 11.40 | 36.00 | 69.00 |

Notes:

1) Eligible Part Time rates are two times Full Time rates.

US Airways

**Managed Dental Plan- Eligible Survivor Split Family Rates- IAM Mechanic and Related
Attachment A-8 (From the January 2003 Restructuring Agreement)**

| | | Single Coverage | | E+S Coverage | | E+C Coverage | | Family Coverage | | | |
|-------------|----------------|-------------------|----------------|-------------------|----------------|-------------------|----------------|-----------------|-------------------|-------------------|--|
| <u>Year</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret <65</u> | |
| 2008 | 36.00 | 3.60 | 39.60 | 39.60 | 39.60 | 6.50 | 42.50 | 75.60 | 11.40 | 42.50 | |

| | | Single Coverage | | E+S Coverage | | E+C Coverage | | Family Coverage | | | |
|-------------|----------------|-------------------|----------------|-------------------|----------------|-------------------|-------------------|-----------------|-------------------|----------------|--|
| <u>Year</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Ret 65+</u> | <u>Ret <65</u> | <u>Sps <65</u> | <u>Sps 65+</u> | <u>Sps <65</u> | <u>Sps 65+</u> | |
| 2008 | 36.00 | 7.20 | 43.20 | 43.20 | 43.20 | 13.00 | 49.00 | 79.20 | 22.80 | 49.00 | |

Notes:

1) Eligible Part Time rates are two times Full Time rates.

1 **Letter of Agreement – Quality Assurance Consultants Vacation**
2 **Transition**

3 January 31, 2002

4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M – IAMAW

7 Dear Mr. Freiberger:

8 The following will confirm our agreement reached during negotiations for
9 the accretion of Quality Assurance Consultants clarifying how vacation will
10 be transitioned.

11 Quality Assurance Consultants will continue using the “current year”
12 accrual method for the remainder of the year 2002.

13 Additionally, the Company agrees that Quality assurance Consultants will
14 be entitled to the vacation accruals described in Article 11, paragraphs A
15 and B of the Mechanical and Related Agreement for use in the year 2003.

16 Sincerely,

17

18 _____
19 /s/E. Allen Hemenway
20 Director, Labor Relations -
21 Ground

22 Agree and concur:

23 _____
24 /s/William Freiberger
25 District 141M

1 **Letter of Agreement – Fuel Vendor Audits, reassigned to the Quality**
2 **Assurance Consultants Department**

3 January 31, 2002

4 Mr. William Freiberger
5 Assistant General Chairman
6 District 141M – IAMAW

7 Dear Mr. Freiberger:

8 The following will confirm our agreement reached during negotiations that
9 Quality Assurance Consultants will be responsible for Fuel Vendor Audits.

10 It is also agreed that the employee currently conducting those audits will be
11 considered to be a Quality Assurance Consultant and will be given Quality
12 Assurance Consultant Classification Seniority for the time he has been
13 conducting these audits.

14 The Company will make every effort to physically relocate the employee to
15 the Quality Assurance Group within thirty (30) days of the acceptance of the
16 Transition and Accretion Agreement.

17 Sincerely,

18
19 _____
20 /s/E. Allen Hemenway
21 Director, Labor Relations -
22 Ground

23 Agree and concur:

24 _____
25 /s/William Freiberger
26 District 141M

1 **Letter of Agreement – Maintenance Planner/Technical Documentation**
2 **Specialist Vacation Transition**

3 May 22, 2002

4 Mr. David Snyder Assistant
5 General Chairman District
6 141M – IMAAW

7 Dear Mr. Snyder:

8 The following will confirm our agreement reached during negotiations for
9 the accretion of Maintenance Planner/Technical Documentation Specialist
10 clarifying how vacation will be transitioned.

11 Maintenance Planner/Technical Documentation Specialist will continue
12 using the “current year” accrual method for the remainder of the year 2002.

13 Additionally, the Company agrees that Maintenance Planner/Technical
14 Documentation Specialist will be entitled to the vacation accruals described
15 in Article 11, paragraphs A and B of the Mechanical and Related Agreement
16 for use in the year 2003.

17 Sincerely,

18 _____
19 /s/E. Allen Hemenway
20 Director, Labor Relations - Ground
21

22 Agree and concur:

23 _____
24 /s/David Snyder
25 District 141M

1 **Letter of Agreement – Maintenance Planner/Technical Documentation**
2 **Carry Over Vacation**

3 May 22, 2002

4 Mr. David Snyder Assistant
5 General Chairman District
6 141M – IAMAW

7 Dear Mr. Snyder:

8 The following will confirm our agreement reached during discussions
9 describing the options employees have for unused and/or carryover vacation
10 at the end of the year 2002.

11 Prior to January 31, 2003, employees with existing Unused and/or
12 Carryover (including Reserve) Vacation Bank balances from 2002 and
13 before must choose one of the following options:

- 14 (1) be paid for such balance at the employee's rate of pay on
15 their last active day with the Company prior to retirement
16 or termination; or
17
18 (2) convert the unused and/or carryover vacation to an equal
19 amount of sick time.
20

21 The above conversion will be accomplished on a one time basis and once
22 the selection is made, changes after selection will not be permitted.

23 Sincerely,

24 _____
25 /s/E. Allen Hemenway
26 Director, Labor Relations -Ground
27

28 Agree and concur:

28 _____
29 /s/David Snyder
30 District 141M

1 **ATTACHMENT E Voluntary Separation in Lieu of Furlough**

2 In any location, classification and bid area where any employee will be
3 involuntarily reduced from the location, classification and bid area, another
4 more senior employee who would have otherwise been unaffected by the
5 reduction, may volunteer for separation. Separation benefits will include the
6 identical benefits as found Article 20, except that such employee will be
7 separated from the Company and will have no further rights under the
8 agreement. Employees who have less than fifteen (15) years of service will
9 receive online pass travel for three (3) years and employees who have
10 completed fifteen (15) years of service will receive lifetime online pass
11 travel.

The methodology for implementing this reduction process would be as follows:

| <u>Who</u> | <u>Action</u> |
|-------------|--|
| Company | Determines there will be a reduction in force in a location, classification and bid area. |
| Maintenance | Issues the abolishment paperwork to bring the department to the Administration new required number. |
| Supervisor | Receives abolishment paperwork and delivers the abolishment notices to the affected employees. This starts the 10-day notice for the abolished employees. Abolished employees are bound by the contractual guideline of returning their signed letter and exercising form within 3 days. |
| Supervisor | Posts redeployment notification, by classification and shift in the bid area being reduced. Senior employees who are not abolished choose a position or volunteer for the VS program. |
| Example: | Twelve (12) Plant Maintenance positions being reduced to nine (9). Three (3) junior employees are issued abolishment's. Bid posted for nine (9) positions. |

| | | | | |
|---|-----------------|-------------|-------------|-------------|
| 1 | Current: | | New: | |
| 2 | Shift 1 | 4 mechanics | Shift 1 | 3 mechanics |
| 3 | Shift 2 | 4 mechanics | Shift 2 | 3 mechanics |
| 4 | Shift 3 | 4 mechanics | Shift 3 | 3 mechanics |

5 **The company posts a bid for nine (9) positions with shift and days off,**
6 **plus the availability of three (3) Voluntary Separations (VS).**

| | | | | |
|----|---------|---------|---------|----|
| 7 | Shift 1 | Shift 2 | Shift 3 | VS |
| 8 | 1. | 1. | 1. | 1. |
| 9 | 2. | 2. | 2. | 2. |
| 10 | 3. | 3. | 3. | 3. |

11
12 Position selection begins with the most senior employee signing up for his
13 preference, choosing either a shift or electing to Voluntary Separate
14 maximum of three in this example). This continues until the nine (9)
15 available positions have been bid. For each senior employee who elects to
16 VS, an abolishment notice to the most senior abolished employee is
17 rescinded. If no senior employee signs up for the VS, then the abolished
18 employees are processed per the normal procedure for reductions in force. If
19 three (3) senior employees sign up for the VS, then the three (3) abolished
20 employees are absorbed back into the department and the process is
21 complete. A junior employee issued an abolishment notice is not eligible for
22 VS.

23 An employee awarded a VS during this process will be separated from the
24 Company.

25 **NOTES:**

- 26 1. The VS selection process will not extend the time frame for
27 exercising employees. The clock starts when the employee receives
28 their abolishment/bump notice. There is a 10-day window to work
29 through the VS selection process. The timeframe will not be
30 extended due to employees on any leave, paid or unpaid, such as
31 vacation, sick leave, off sick, occupational injury, etc. An
32 employee who does not bid for the VS program during the
33 established timeframe will be ineligible for the VS program.

| | | |
|----|---|-------------|
| 34 | Example: Maint Admin notified of reduction of force | 8/1 Monday |
| 35 | Abolishment notice faxed to station | 8/1 Monday |
| 36 | Notice given to employee | 8/2 Tuesday |
| 37 | 3 Working days to return (+2 days) | 8/7 Sunday |
| 38 | Maint. Admin processes exercise form | 8/8 Monday |

| | | |
|---|---|-------------|
| 1 | Maint. Admin assigns move / furlough date | 8/8 Monday |
| 2 | Employee receives letter stating last day | 8/9 Tuesday |
| 3 | Move / furlough date on or about | 8/15 Monday |

4 VS selection process must be complete and Maintenance Admin
5 must be notified of any VS awards, no later than 8/10. This
6 provides time to rescind notices, create new notices and give
7 enough time to allow each employee affected, to be contacted.

- 8 2. An employee selecting VS waives their 10 days notice to coincide
9 with the 10-day notice of the employee initially abolished. In the
10 example above, an employee awarded VS would get their notice on
11 8/11 stating that their last day is 8/15.
12
- 13 3. Any reduction in headcount due to retirement, resignation or
14 termination that occurs in the affected department during the
15 abolishment process, will reduce the slots available for VS (same
16 as the procedures followed when an employee has received a report
17 date or furlough date).
18
- 19 4. Only employees within the location, classification and bid area
20 where an employee was actually abolished / bumped / furloughed,
21 can apply for the VS option. Examples:
22 A. CLT department 485 reduced from twelve (12) mechanics
23 to nine (9) mechanics. Three (3) CLT 485 mechanics are
24 eligible for VS.
25 1) If three (3) senior mechanics sign up for VS, the process
26 is complete.
27 B. If no one in CLT department 485 signs up for VS and the
28 abolished employees then exercise as follows: two (2)
29 employees exercise into CLT 491 and one (1) exercises
30 into CLT department 431, then:
31 1) Two (2) senior mechanics in CLT 491 are eligible for
32 VS providing two (2) abolishment notices are
33 issued to the two (2) junior employees, and
34 2) One (1) mechanic in CLT 431 is eligible for VS
35 providing one (1) abolishment notice is issued to the
36 most junior employee.
37 C. If no senior employee signs up for VS in CLT 485 and the
38 three (3) employees are the most junior in the station, they
39 are furloughed. No mechanics in other departments would
40 be eligible for VS.

- 1
 - 2
 - 3
 - 4
 - 5
5. All VS selections will be awarded in seniority order, by basic seniority.
 6. An employee may submit a Shift / Days off preference sheet for VS. An employee awarded VS based on his preference sheet will be separated from the Company.

| Accruals on Leave Matrix | | | | | | | | |
|---|--|--|--|---|--|------------------------------|-----------------------------|--|
| Matrix subject to change based on corporate policy, labor agreement, or statute changes | | | | | | | | |
| | OJI | Medical | Personal | Educational | military | retirement | resignation/ termination | furlough |
| Vacation | Accrue if in active status >10d for 5d w/w or >8d for 4d w/w | Retain (employee option) no accrual | Pay all accrued no accrual | pay all accrued no accrual | pay all accrued no accrual | pay all accrued | Pay all accrued in Lump Sum | Pay all accrued after severance allowance is exhausted in Lump Sum, no additional accruals |
| Sick time | Accrue if in active status >10d for 5d w/w or >8d for 4d w/w | no accrual (Must exhaust) | retain balance no accrual | retain balance no accrual | retain balance no accrual | if medical eligible may sell | lose balance remaining | retains accrued, no additional accruals |
| Seniority | retain and accrue for 3 yrs then deemed to have resigned | retain and accrue for 3 yrs then deemed to have resigned | retain and accrue for 3 yrs then deemed to have resigned | accrue 90 day then retain | retain and accrue | lose balance remaining | lose balance remaining | accrue for 5 years (first 90 for pay) then retain (accrual for pension purposes ceases when severance ends) |
| Life insurance | Keep for 120 days then emp. pays | 31 days then emp. Pays | 31 days then emp. pays | 31 days then emp. pays | 31 days then emp. pays | Lose (employee may Pay) | Can convert with in 30 days | retain for severance period + 90 days (employee pays after 90 days) |
| Medical/ dental insurance | Keep for 9 months then emp. pays | Keep for 120 days then emp. Pays | Not maintained, can seek coverage at cost | Not maintained, can seek coverage at cost | 1st 30 days employee pay portion of costs then at emp cost | employee pays | Employee loses | retain for severance period + 90 days (employee pays after 90 days) |

| | | | | | | | | |
|--------------------|---|--|---|--|---------------------------|-------------------------------------|---|---|
| | | | | | | | | then cobra available |
| Travel Benefits | Unlimited for Medical treatment 1 pass w/I 30 days | Unlimited for Medical treatment 1 pass w/I 30 days | Medical treatments only with supervisor approval | Medical treatments only with supervisor approval | On line passes only | Online and others per travel manual | resign 1 pass for all eligible with in 30 days. Termination none | Unlimited on line passes for all eligible family members (including parents but excluding Companion Passes) for first 3 years from furlough date. |
| Leave extension | To a max of 3 yrs. | May be granted with medical reports to a max of 3 yrs. | may extend 90 days if requested on official form and approved | | | | | |
| Return to Work | Full duty or Light Duty with medical OK Art. 8. (J) | Required statement of Full duty from Doctor | | Advise Company 10 days prior per ART. 10 | Advise Company in advance | | | If recall to primary recall station is refused, employee will lose seniority in that classification. Employees may bid other locations via the automated bid system |
| Pay step increases | no. Status | no | no | no | no | NA | NA | first 90 days |

| Swap Overtime Matrix | | | | | | | | | |
|--|---------------|----------------|------------------|-----------------|--|----------------------------------|----------------------------------|-------------------|--|
| Shift Swaps, Overtime and Overlap Issues (excludes all unpaid meal periods) | | | | | | | | | |
| | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday | Exceptions | Pay |
| Regular Shift | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | RDO | RDO | | 40hr @ 1x |
| Example #1 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 Swap off Swap on 1500-2300 OT 2300-700 | RDO | RDO | | 40hr @ 1x and 8hrs @ 1 1/2x |
| Example #2 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | Swap off | Swap on 700-1500 OT 1500-2300 | RDO | | 40hr @ 1x and 8hrs @ 1 1/2x |
| Example #3 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 Swap off Swap on 1500-2300 OT 2300-300 | RDO | RDO | | 40hr @ 1x and 4hrs @ 1 1/2x |
| Example #4 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | Swap off | Swap on 700-1500 OT 1500-1900 | RDO | | 40hr @ 1x and 4hrs @ 1 1/2x |
| Example #5 | 700-1500 | Swap off | 700-1500 | 700-1500 | 700-1500 and OT 2300/700 | RDO | RDO | | 32hr @ 1x and 8hrs @ 1 1/2x |
| Example #6 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | Swap on 700-1500 OT 1500-2300 | Swap on 700-1500 OT 1500-2300 | | 56hr @ 1x and 8hrs @ 1 1/2x (Sat.) and 8hrs @ 1 1/2x(Sun.) |
| Example #7 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 1400/2200 | RDO | RDO | | 40hr @ 1x and 7hr @ 1 |

| | | | | | | | | | |
|--------------------|----------|----------|----------|----------|---|-----|-----|-----------------------------------|--|
| | | | | | | | | | 1/2x |
| Example #8 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 16002400 | RDO | RDO | | 40hr @ 1x and 9 hr @ 1/2x - No paid Rest |
| Example #9 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 14302230 | RDO | RDO | | 40hr @ 1x and 7.5hr @ 1/2 |
| Example #10 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 15302330 | RDO | RDO | | 40hr @ 1x and 8.5hr @ 1/2 - No paid Rest |
| Example #11 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 15002300 Leave at 2230 no lunch | RDO | RDO | Not in the Line related bid areas | 40hr @ 1x and 8hrs @ 1/2x |
| Example #12 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and OT 03000700 come in at 0330 no lunch | RDO | RDO | Not in the Line related bid areas | 40hr @ 1x and 4hrs @ 1/2x |
| Example #13 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and Swap on 1400-2200 | RDO | RDO | | 47hr @ 1x |
| Example #14 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and Swap on 1600-2400 | RDO | RDO | | 49hr @ 1x - No paid Rest |
| Example #15 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and Swap on 1430-2230 | RDO | RDO | | 47.5hr @ 1x |
| Example #16 | 700-1500 | 700-1500 | 700-1500 | 700-1500 | 700-1500 and Swap on 1530-2330 | RDO | RDO | | 48.5hr @ 1x - No paid Rest |

ATTACHMENT H
Shop and Other Areas

| | | | |
|----|-----|------|---------------------------|
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 4 | BOS | 485 | PLANT MAINTENANCE |
| 5 | CLT | 434 | SEAT SHOP |
| 6 | CLT | 437C | FACILITY CLEANING/SUPPORT |
| 7 | CLT | 437 | LAVATORY SHOP |
| 8 | CLT | 438 | SLIDE SHOP |
| 9 | CLT | 462 | OXYGEN SHOP |
| 10 | CLT | 467 | ACCESSORY SHOP |
| 11 | CLT | 468C | MACHINE/SUPPORT SHOP |
| 12 | CLT | 470 | AVIONICS |
| 13 | CLT | 472 | ELECTRIC |
| 14 | CLT | 474 | WHEEL/BRAKE |
| 15 | CLT | 477 | SHOPS/PLANT MTC |
| 16 | CLT | 478 | CALIBRATION LAB |
| 17 | CLT | 479 | GROUND COMMUNICATION |
| 18 | CLT | 482 | COMPOSITE/FLIGHT SURFACE |
| 19 | INT | 468 | MACHINE SHOP |
| 20 | INT | 469 | PLATING SHOP |
| 21 | INT | 477 | SHOPS CLEANING |
| 22 | INT | 483 | LNDG GEAR/FLAP COMPONENT |
| 23 | INT | 485O | PLT MTC/OPERATOR |
| 24 | INT | 485 | PLANT MAINTENANCE |
| 25 | PIT | 426 | TOOL ROOM |
| 26 | PIT | 432U | HGR 5 SHOPS UTILITY |
| 27 | PIT | 434 | SEAT SHOP |
| 28 | PIT | 437 | LAVATORY SHOP |
| 29 | PIT | 457F | 457 FACILITY/UTILITY |
| 30 | PIT | 458 | APU SHOP |
| 31 | PIT | 471 | INSTRUMENT |
| 32 | PIT | 472 | ELECTRIC SHOP |
| 33 | PIT | 473 | FLUID SHOP |
| 34 | PIT | 475 | COMPOSITE SHOP |
| 35 | PIT | 477S | SSB FACILITY/UTILITY |
| 36 | ALL | | FUEL TANK ENTRY CREW |

ATTACHMENT I

Voluntary Separation in Lieu of Furlough

In any location, classification and bid area where any employee will be involuntarily reduced from the location, classification and bid area, another more senior employee who would have otherwise been unaffected by the reduction, may volunteer for separation. Separation benefits will include the identical benefits as found Article 20, except that such employee will be separated from the Company and will have no further rights under the agreement. Employees who have less than fifteen (15) years of service will receive online pass travel for three (3) years and employees who have completed fifteen (15) years of service will receive lifetime online pass travel.

1 **US AIRWAYS**

2
3 **ADDENDUM A**

4
5
6 January 11, 2005

7
8 Mr. William O’Driscoll
9 President and Directing General Chairman
10 IAMAW-District 142

11
12 Dear Mr. O’Driscoll:

13
14 The IAM has been in continued discussion with the Company since the
15 Union agreed to submit to membership ratification the final Company
16 proposal dated January 6, 2005. During these discussions the Union and the
17 Company have discussed certain additional enhancements and/or
18 clarifications. This letter will document and formalize these enhancements
19 and clarifications to the Company January 6, 2005 proposal as follows: 19

20
21 A. Employees who are furloughed as a result of the outsourcing on or before
22 June 1, 2006 will:

- 23
24 1. Be entitled to an additional three months of health and welfare 24
25 benefits at employee contribution rates (beyond those applicable
26 under normal CBA furlough provisions).
27
28 2. If not retirement eligible, be entitled to sell accrued sick leave at
29 the rate described in attachment F of the Company proposal, not to
30 exceed a total dollar amount of \$5,000. An employee who elects to
31 sell their sick leave under these provisions and subsequently returns
32 through a bid or recall they will have any remaining sick leave
33 accrual not sold.
34
35 3. Be entitled to lifetime travel space available travel provided they
36 have fifteen or more years of service.
37
38 4. Be entitled to Company-provided outplacement services,
39 including resume writing, interviewing skills career counseling and
40 job fair opportunities.

41
42 2345 Crystal Dr., Arlington, VA 22227 703-872-6234 FAX 703-872-7821

1 B. The current Company plan is that the transition to outsourcing for utility
2 work will take place over approximately a three-month period following the
3 effective date of the agreement. PHL will be the first city outsourced, and
4 utility employees in PHL will be offered a fleet service full-time or part-time
5 position in PHL under the specified terms of attachment G of the Company
6 proposal, prior to being involuntarily furloughed as a result of the
7 outsourcing of PHL utility work (This option is possible due to the large
8 number of fleet vacancies in PHL, combined with the increases due from the
9 February flight schedule and the fact that fleet in PHL will have exhausted
10 their recall list).

11 Other utility or mechanic and related employees who are furloughed as a
12 result of outsourcing will continue to be subject to the provisions of the
13 Company final proposal under attachment G-Preferential Hiring.

14 C. The Company agrees to meet and confer with the union in order to
15 establish rules regarding the implementation of targeted selection for lead
16 mechanic and inspector vacancies. Additionally, any panel interview
17 process set up under targeted selection will include participation by a lead
18 mechanic or inspector from the existing complement.

19 D. The Company will meet and confer with the union within five days
20 following the ratification to decide the applicable holidays under the
21 agreement.

22 The Company recognizes that outsourcing will result in some furloughs. It is
23 our expectation that by delaying any outsourcing until after 3-1-05 that
24 additional vacancies may be created as a result of an increase in retirements.
25 We further believe that this event, combined with current vacancies, will
26 materially reduce the need for involuntary furloughs.

27 These additional provisions in this letter are offered contingent upon
28 ratification of the agreement. As indicated in the original January 6, 2005
29 cover letter, if the agreement is not ratified the Company will implement
30 terms and conditions as it considers appropriate. It is safe to assume that
31 the additional provisions included in this letter will not be implemented. In
32 fact, it is possible the Company's condition in the event of a failed
33 ratification would deteriorate to the point where it might not be
34 economically possible to pay any furlough pay and benefits whatsoever to
35 employees severed as a result of outsourcing.

1 Sincerely:

2 E. Allen Hemenway

3 Vice President, Labor Relations

4 US Airways, Inc.

1 **RE: PAY CLASSIFICATION**

2 June 3, 2008

3 Mr. Bill Freiburger
4 General Chairman
5 IAM District 142

6 Dear Mr. Freiburger,

7 The following will document our agreement regarding proper placement on
8 the pay scale when upgrading, bidding and/or displacing into positions in
9 different classifications with higher or lower pay scales.

10 This letter will also serve to replace the existing letters on Changes in
11 Classification – Pay Scales (page 112) and Pay Scale Changes (page 222) of
12 the mechanic and related January 31, 2005 agreement.

13 Employees upgrading, or bidding to a position in a different classification in
14 the same pay grouping, or a higher pay grouping will transition to the step on
15 the new pay scale closest to, but not lower than their current rate of pay.
16 Employees who possess previous seniority in the classification to which they
17 are bidding, will transition to the step on the new pay scale closest to, but not
18 lower than their current rate of pay, or to the appropriate step of the new
19 scale based on their previous pay seniority in that classification, whichever is
20 higher.

21 Employees who possess seniority in a lower classification within the same
22 pay grouping, or lower pay grouping and who elect to displace into such
23 classification will transition to the step on the new pay scale the same as the
24 step they currently occupy, or to the appropriate step of the new pay scale
25 based on their previous pay seniority in that classification, whichever is
26 higher.

27 Employees who possess seniority in a lower classification in a lower pay
28 grouping and who bid into such classification will transition to the step on
29 the new pay scale based on their seniority in that classification.

30 Employees applying for a vacancy into a lower classification in a lower pay
31 grouping and where such employee does not possess seniority in the lower
32 classification will be placed on the beginning step on the new pay scale.

33 The following are the pay groupings and classifications from highest to
34 lowest.

1 **Pay grouping I**
2 Mechanic (including Lead, Inspector, and MOC)
3 Quality Assurance (Including Senior)
4 Tech Doc (Including Senior)

5
6 **Pay grouping II**
7 Planner (all Planners, including Senior)

8
9 **Pay grouping III**
10 Stores (including Lead)

11
12 **Pay grouping IV**
13 Utility (including Lead)

14
15 Shift premium and Lead/Senior premium is not included in the pay
16 calculation for determining placement on the pay scale. When bidding from
17 a classification where license premium is applicable and paid to a
18 classification where license premium is not applicable, the license pay will
19 be considered in determining the proper placement on the new pay scale.
20 When bidding from a classification where license premium is not applicable
21 to a classification where license premium is applicable, an amount
22 equivalent to the license premium(s) will be deducted from the employee's
23 current base rate of pay to determine proper placement on the new pay scale.
24 Example 1. A mechanic elects to transfer, or displace (where prior seniority
25 is held) from a mechanic position to a QA position. The mechanic's license
26 pay will be added to his base rate of pay and that rate will be used in
27 determining the placement on the QA scale. Example 2. A QA employee
28 (who holds A/P licenses) elects to transfer from a QA position to a mechanic
29 position where the license pay is applicable. The applicable license
30 premiums in the mechanic position will be deducted from the QA base rate
31 of pay to determine proper placement on the mechanic pay scale. Example 3.
32 A mechanic elects to transfer to an Inspector position (license premium is
33 applicable to both). The mechanic's base rate of pay will be used in
34 determining placement on the Inspector pay scale.

35 This agreement is prospective only and does not apply to employees who
36 changed positions prior to the date of this agreement.

37 This Letter of Agreement is cancellable by either party with a thirty (30)
38 day written notice. Should either party cancel this Agreement, employees
39 whose placement on the pay scale was determined under the provisions
40 contained herein prior to the effective date of cancellation will be
41 grandfathered.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

Sincerely,

/s/E. Allen Hemenway
Vice President Labor Relations

Agree and concur:

/s/Bill Freiburger
General Chairman
IAM District 142

Letter of Agreement – Quality Assurance Consultants/Weekly Pay

February 8, 2002

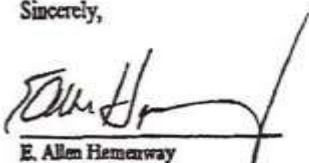
Mr. William Freiberg
Assistant General Chairman
District 141M – IAMAW

Dear Mr. Freiberg:

The following will confirm our agreement reached during negotiations describing the transition of Quality Assurance Consultants to weekly pay.

The Company will transition Quality Assurance Consultants from their current bi-weekly to a weekly pay cycle within ninety (90) days of the effective date the their Transition and Accretion Agreement.

Sincerely,



E. Allen Hemenway
Director, Labor Relations - Ground

Agree and concur:



William Freiberg
District 141M



U-S AIRWAYS

Letter of Agreement – Stock Clerk Driver

December 8, 2008

Mr. William L. Freiberger
General Chairman
IAMAW District 142

Dear Mr. Freiberger:

The following will confirm our understanding that the Letter of agreement below regarding Stock Clerk Driver was erroneously omitted from the 2008 contract re-write. This letter applies to Stock Clerk Drivers under the 2008 CBA.

Re: Stock Clerk Driver

**Letter of Agreement
between
US Airways, Inc.
and the IAMAW**

In order to comply with the United States Department of Transportation regulations governing the use of commercial motor vehicles weight rating of twenty-six thousand (26,001) or more pounds, the Company and the Union agree to the establishment and manning of a new bid area to be defined as Stock Clerk/Driver.

When the performance of those duties, outlined in Article 4, paragraphs (G) and (H) of the Labor Agreement, requires the operation of vehicles with a gross vehicle weight rating of more than twenty-six thousand (26,001) pounds, this work will be performed by the Stock Clerk/Driver bid area within the Stores Department.

When not performing the duties of a Stock Clerk/Driver, those individuals in this bid area may perform other stock room work. Lead ratios will be maintained within the respective bid area.

In establishing the initial bid areas of Stock Clerk/Driver, awards will be made per the Labor Agreement to the most senior Stock Clerks. These individuals are responsible for taking and passing the required physical examination as per the government regulations. The successful bidders will be provided with all information available, to assist in the written and practical portion of the commercial drivers license test, for the applicable state in which the test will be taken. Subsequent bids will require proof of successfully completing the written portion or general knowledge test and the required physical examination necessary to obtain the commercial drivers license in order to be considered a qualified bidder.

1
2
3
4
5
6



U.S AIRWAYS

Once the written and physical portion of the test has been completed, the senior qualified bidder will be given access to the appropriate Company vehicles for the purpose of taking the skill test at the appropriate state examination point. The prospective Stock Clerk/Driver will be allowed two (2) attempts using Company equipment, to pass the skill test in a twelve (12) month period, however, the bid will be filled by the next senior bidder, if the first applicant cannot successfully pass the driving skill test within a thirty (30) day period from the original award date.

Employees seeking to fill unfilled vacancies in the Stock Clerk/Driver bid area through upgrade must possess the required drivers license to considered qualified.

For US Airways, Inc.

/s/E. Allen Hemenway
Director, Labor Relations Ground

For IAMAW

/s/William Freiburger
Assistant General Chairman
District 141 - IAMAW

In addition, modify the 2008 CBA - Article 9.1 - Qualifications for filling vacancies as follows:
Stock Clerk Driver - High school education or equivalent or one (1) year experience in store room or material handling and a valid medical certificate.

Sincerely,

Ron Harbinson
Managing Director Labor Relations - Ground

Agree and concur:

William Freiburger
District Lodge 142 - GC

1
2
3
4
5
6
7
8
9
10
11

| | | |
|----|--------------------------------------|------------|
| 1 | <u>ARTICLE</u> | |
| 2 | | |
| 3 | -A- | |
| 4 | Abolishment..... | 8.G. 47 |
| 5 | Absent - Reporting Off | 12.D. 90 |
| 6 | Accident | |
| 7 | -First Aid Station | 16.A. 101 |
| 8 | -Insurance - Test Flights | 22.B. 127 |
| 9 | -Medical Attention..... | 16.D. 102 |
| 10 | Accidental Death Insurance | 22.C. 127 |
| 11 | Age Discrimination..... | 17.A. 104 |
| 12 | Agreement, Copy of..... | 17.F. 105 |
| 13 | Aircraft Mechanical Experience | 9.H. 72 |
| 14 | Aircraft Storage | Ltr. 158 |
| 15 | Arbitration Board..... | 15.B. 98 |
| 16 | Authorized Union Business | |
| 17 | -Definition | 14.A.2. 94 |
| 18 | -More Than Thirty Days | 10.D. 81 |
| 19 | -Overtime Eligibility | 6.F.6. 28 |
| 20 | | |
| 21 | -B- | |
| 22 | | |
| 23 | Background checks | Ltr. 171 |
| 24 | Back to Back Swaps | Ltr. 172 |
| 25 | Bargaining Agent Certification..... | 2.A. 4 |
| 26 | Bereavement Leave | 17.H. 105 |
| 27 | Bidding/Preference Procedure | 9. 58 |
| 28 | -Bid Period..... | 9.A.2. 59 |
| 29 | -City-to-City Bid Awards | Ltr. 142 |
| 30 | -Inspector bidding lead jobs..... | Ltr. 159 |
| 31 | -Moving Time Limits | 9.A.1. 58 |
| 32 | -Posting of: | |
| 33 | -Vacancy | 9.A.1. 58 |
| 34 | -Successful Bidders | 9.A.2. 59 |
| 35 | -Interview Selection..... | 8.I. 54 |
| 36 | -While in Stability Period | 9.A.6. 61 |
| 37 | Bomb Scare Participation | 22.E. 128 |
| 38 | Breaks (Rest Periods) | 5.B. 18 |
| 39 | Bulletin Boards..... | 17.E. 105 |
| 40 | Bumping Provisions..... | 8.G. 47 |
| 41 | Bump after Recall | Ltr. 160 |
| 42 | | |

| | | |
|----|---|-----------|
| 1 | -C- | |
| 2 | Change of Work Schedule | 5.G. 19 |
| 3 | Classification Descriptions | |
| 4 | -Inspector | 4.B. 10 |
| 5 | -Lead Mechanic | 4.C. 10 |
| 6 | -Mechanic | 4.D. 11 |
| 7 | -Interior Mechanic..... | 4.E. 12 |
| 8 | -Senior Quality Assurance..... | 4.F. 12 |
| 9 | -Quality Assurance Auditor..... | 4.G. 12 |
| 10 | - Senior Planner / Technical Documentation Specialists..... | 4.H. 13 |
| 11 | -Technical Documentation Specialists..... | 4.I. 14 |
| 12 | -Aircraft Maintenance Planner..... | 4.J. 14 |
| 13 | -Material Planner..... | 4.K. 14 |
| 14 | -Maintenance Controller..... | 4.L. 15 |
| 15 | -Lead Stock Clerk | 4.M. 15 |
| 16 | -Stock Clerk..... | 4.N. 15 |
| 17 | -Lead Utility | 4.O. 16 |
| 18 | -Utility | 4.P. 16 |
| 19 | Clean-up Period | 5.B. 18 |
| 20 | -Non-Three Shift Stations..... | 5.D. 19 |
| 21 | Company Policy..... | 17.I. 106 |
| 22 | Company/Union Cooperation | 1.A. 2 |
| 23 | Compensation | |
| 24 | -Field Service..... | 7.A. 41 |
| 25 | -Minimum Pay | 7.B. 41 |
| 26 | -Hourly Rate Chart- Schedule A..... | 18. 113 |
| 27 | -Jury Duty | 17.G. 105 |
| 28 | -License Premium Pay | 12.H. 91 |
| 29 | -Pay Days..... | 18.C. 111 |
| 30 | -Temporary | |
| 31 | -Assignment..... | 7.F. 42 |
| 32 | -Upgrade | 9.A.7. 62 |
| 33 | -Training | 17.J. 106 |
| 34 | -Computer Programming | Ltr. 141 |
| 35 | Confirmation of Illness | 12.E. 90 |
| 36 | Contract | |
| 37 | -Copy of..... | 17.F. 105 |
| 38 | -Duration | 23. 129 |
| 39 | Conduct Rules..... | 2.C. 5 |
| 40 | Co-op | Ltr. 152 |
| 41 | Cost, Uniform | 17.D. 104 |
| 42 | Coveralls | 17.D. 104 |
| 43 | | |
| 44 | -D- | |
| 45 | | |
| 46 | day-at-a-time Vacation | 11.C 85 |
| 47 | Daylight Savings..... | 5.J. 20 |

| | | | |
|---|------------------|------|----|
| 1 | Days Off | | |
| 2 | -Bidding of..... | 8.B. | 46 |
| 3 | | | |

| | | | |
|----|--------------------------------------|---------|-----|
| 1 | -Posting of..... | 5.E. | 19 |
| 2 | -Sunday/Monday..... | 5.B. | 18 |
| 3 | Death in Family | 17.H. | 125 |
| 4 | Delinquent Membership | 19.A.6. | 118 |
| 5 | Dental Plan | | |
| 6 | -Premium | 22.A. | 127 |
| 7 | -Attachment A | | 177 |
| 8 | Designated Quality Control | Ltr. | 139 |
| 9 | -Compensation..... | Ltr. | 139 |
| 10 | -Designation..... | Ltr. | 139 |
| 11 | -Utilization..... | Ltr. | 139 |
| 12 | Discharge | | |
| 13 | -Accrued Vacation Pay | 11.G. | 87 |
| 14 | -During Probationary Period..... | 8.C. | 46 |
| 15 | -Hearing | 14.D. | 96 |
| 16 | -Nonpayment of Dues..... | 19.A.6. | 118 |
| 17 | -Notification..... | 14.C. | 96 |
| 18 | -Reinstatement | 14.E. | 96 |
| 19 | -Seniority Retention..... | 8.J. | 56 |
| 20 | -Severance Allowance | 20.D.1. | 122 |
| 21 | Discipline | | |
| 22 | -Letters..... | 17.B. | 104 |
| 23 | -Notification of | 14.C. | 96 |
| 24 | ..... | 14.H. | 97 |
| 25 | Discrimination Clause | 1.D. | 2 |
| 26 | ..... | 1.F. | 3 |
| 27 | Doctor's Excuse | 2.E. | 90 |
| 28 | Double Time | 6.B. | 25 |
| 29 | Driving Company Equipment..... | 4.R. | 16 |
| 30 | Dues, Union | | |
| 31 | -Check-Off..... | 19.B. | 119 |
| 32 | -Delinquent | 19.A.6. | 117 |
| 33 | -During Leave/Other Employment | 8.H. | 52 |
| 34 | -Initiation Fee..... | 19.B.4. | 121 |
| 35 | -Payroll Deduction | 19.B.2. | 119 |
| 36 | | | |
| 37 | E- | | |
| 38 | | | |
| 39 | Educational Leave of Absence..... | 10.D. | 81 |
| 40 | Effective Date and Duration | 23. | 129 |
| 41 | Eight and One Half Hours Work | 5.A. | 18 |
| 42 | ..... | 5.C. | 19 |
| 43 | Exercising Seniority (Bumping) | 8.G. | 47 |

| | | | |
|----|---|---------|-----|
| 1 | Extension of Overtime Declined..... | 6.F.15. | 30 |
| 2 | | | |
| 3 | -F- | | |
| 4 | | | |
| 5 | Farm Out of People..... | 9.K. | 80 |
| 6 | Field Service | | |
| 7 | -Advance..... | 7.E. | 42 |
| 8 | -Assignment..... | 6.F.17. | 30 |
| 9 | -Expenses..... | 7.E. | 42 |
| 10 | -Inspectors..... | 6.F.18. | 31 |
| 11 | -On Duty Employee (Transportation)..... | 6.F.19. | 31 |
| 12 | -Per Diem..... | 7.E. | 42 |
| 13 | -Prep Time..... | 7.H. | 43 |
| 14 | -Rate of Pay..... | 7.A. | 41 |
| 15 | ..... | 7.B. | 41 |
| 16 | ..... | 7.C. | 41 |
| 17 | ..... | 7.D. | 41 |
| 18 | Fifth Shift..... | 5.D. | 19 |
| 19 | -Reduction in Force..... | 5.D. | 19 |
| 20 | Filling Vacancies | | |
| 21 | -By Seniority..... | 8.B. | 46 |
| 22 | -Line Mtc. Qualifications..... | 4.D. | 11 |
| 23 | -Local Preference..... | 9.A. | 58 |
| 24 | -Qualifications for..... | 9.H. | 72 |
| 25 | -With New Employee..... | 9.G. | 72 |
| 26 | First Shift Starting Times..... | 5.C. | 19 |
| 27 | Foreman Working..... | 2.D. | 5 |
| 28 | Foul Weather Gear..... | 17.D. | 104 |
| 29 | Fourth Shift..... | 5.D. | 19 |
| 30 | -Reduction in Force..... | 5.D. | 19 |
| 31 | Furlough | | |
| 32 | -Consideration for Vacancies..... | 8.H. | 52 |
| 33 | -Displacement..... | 8.G. | 47 |
| 34 | -Enhancements..... | Ltr. | 199 |
| 35 | -Insurance Coverage..... | 22.A. | 127 |
| 36 | -Minimum Notice..... | 8.F. | 47 |
| 37 | -Recall by Seniority | | |
| 38 | ..... | 8.B. | 46 |
| 39 | -Recall Refusal..... | 8.K.4 | 56 |
| 40 | -Recall Station..... | 8.H. | 52 |
| 41 | -Seniority Accrual..... | 8.H. | 52 |
| 42 | -Severance Allowance..... | 20.A. | 122 |
| 43 | ..... | 20.B. | 122 |
| 44 | -Union Membership | | |
| 45 | ..... | 19.A. | 117 |
| 46 | | | |

| | | | |
|----|--|---------|-----|
| 1 | -G- | | |
| 2 | Gender – Employees | 1.C. | 5 |
| 3 | Geographical Relocation..... | 8.F. | 47 |
| 4 | ..... | 9.I. | 79 |
| 5 | Grievances | | |
| 6 | -Company Representation..... | 14.A.3. | 94 |
| 7 | -Definition of | 14.B.1. | 95 |
| 8 | -Discrimination | 14.G. | 97 |
| 9 | -First Step, Verbal..... | 14.B.1. | 95 |
| 10 | -First Step, Written | 14.B.2. | 95 |
| 11 | -Fourth Step | 14.B.6. | 96 |
| 12 | -Hearings/Investigation Meetings | 14.F. | 96 |
| 13 | -Investigation | 14.A.5. | 94 |
| 14 | -Reinstatement | 14.E. | 96 |
| 15 | -Second Step | 14.B.3. | 95 |
| 16 | -Special Hearing | 14.D. | 96 |
| 17 | -Third Step..... | 14.B.4. | 95 |
| 18 | -Union Representation | 14.A.1. | 94 |
| 19 | ..... | 14.A.2. | 94 |
| 20 | -Unsatisfactory Performance | 14.H. | 97 |
| 21 | -Written Notice | 14.C. | 96 |
| 22 | Ground Equipment..... | 2.B. | 4 |
| 23 | Group Accident Premium | 22.A. | 127 |
| 24 | Group Life Insurance Premium | 22.A. | 127 |
| 25 | | | |
| 26 | -H- | | |
| 27 | | | |
| 28 | Hangar Availability | 16.F. | 103 |
| 29 | Healthful Conditions..... | 16.A. | 101 |
| 30 | ..... | 16.B. | 101 |
| 31 | ..... | 16.C. | 102 |
| 32 | Holidays..... | 6.D. | 26 |
| 33 | -Comp. Days | 6.E. | 27 |
| 34 | -During Vacation | 11.E. | 88 |
| 35 | -Increase/Reduction of | | |
| 36 | -Complement | 6.D. | 26 |
| 37 | -List of | 6.D. | 26 |
| 38 | -Rate of Pay | 6.D. | 26 |
| 39 | | | |
| 40 | -I- | | |
| 41 | | | |
| 42 | Initiation Fee..... | 19.A.5. | 118 |
| 43 | Inspector | 4.B. | 10 |
| 44 | | | |

| | | | |
|----|---|---------|-----|
| 1 | -Qualifications | 9.H. | 73 |
| 2 | Insurance | | |
| 3 | -Accidental Death/ | | |
| 4 | Disability (Bomb) | 22.E. | 128 |
| 5 | -Dental | 22.A. | 127 |
| 6 | -During Furlough | 22.A. | 127 |
| 7 | -Field Trip..... | 22.C. | 127 |
| 8 | - Flexible Spending Account | Ltr. | 145 |
| 9 | -Life | 22.A. | 127 |
| 10 | -Long Term Disability | 22.F. | 128 |
| 11 | -Medical | 22.A. | 127 |
| 12 | -Test Flight | 22.B. | 127 |
| 13 | -Tool Box..... | 22.D. | 127 |
| 14 | | | |
| 15 | -J- | | |
| 16 | | | |
| 17 | Jury Duty | 17.G. | 105 |
| 18 | | | |
| 19 | -L- | | |
| 20 | | | |
| 21 | Layoff - See Furlough | | |
| 22 | Lead Mechanic..... | 4.C. | 10 |
| 23 | - Legal Assistance | 4.C. | 11 |
| 24 | -Qualifications | 9.H. | 73 |
| 25 | Lead Stock Clerk | 4.M. | 15 |
| 26 | -Qualifications | 9.H. | 77 |
| 27 | Lead Utility..... | 4.O. | 16 |
| 28 | Lead Ratio | | |
| 29 | -Field Trip..... | 6.F.17. | 30 |
| 30 | -During Upgrade..... | 9.A.7. | 62 |
| 31 | Leaves of Absence | | |
| 32 | -Application Procedure | 10.A. | 81 |
| 33 | -Educational..... | 10.D. | 81 |
| 34 | -Employment During | 10.F. | 82 |
| 35 | -Extension | 10.B. | 81 |
| 36 | -Loss of Seniority | 8.K. | 56 |
| 37 | -Medical..... | 10.D. | 81 |
| 38 | -Military..... | 10.G. | 82 |
| 39 | -Overtime Eligibility..... | 6.F.6. | 28 |
| 40 | -Political..... | 10.H. | 82 |
| 41 | -Promotional | 8.H. | 52 |
| 42 | -Return from | 10.E. | 82 |
| 43 | -Union Business..... | 10.C. | 81 |
| 44 | Letters of Agreement Consolidation..... | Ltr. | 150 |
| 45 | | | |

| | | | |
|----|---|---------|-----|
| 1 | License Premium | 12.H. | 91 |
| 2 | -Exceptions | 12.H. | 92 |
| 3 | License Requirement Change | 12.H. | 92 |
| 4 | Life Insurance | 22.A. | 127 |
| 5 | -Field Trip..... | 22.C. | 127 |
| 6 | Light Duty..... | 8.J. | 56 |
| 7 | Line Avionics Mechanic Utilization..... | 4.D. | 11 |
| 8 | Lock Out | 3.C. | 7 |
| 9 | Lockers | 16.A. | 101 |
| 10 | Long Term Disability | 22.F. | 128 |
| 11 | Lower Classification Work | 4.S. | 116 |
| 12 | LPP | Ltr. | 146 |
| 13 | Lunch Period | 5.A. | 18 |
| 14 | -Thirty (30) Minutes | 5.G. | 19 |
| 15 | -Late Lunch Payment..... | 5.H. | 20 |
| 16 | -Clean-up Period..... | 5.B. | 8 |
| 17 | -Pre/Post Shift..... | 6.M. | 39 |
| 18 | | | |
| 19 | -M- | | |
| 20 | | | |
| 21 | Machine Shop Test | Ltr. | 161 |
| 22 | Machinist Non-Partisan | | |
| 23 | Political League | 19.B.7. | 121 |
| 24 | Meal Allowance..... | 7.E. | 42 |
| 25 | ..... | 7.F. | 42 |
| 26 | Mechanic | 4.D. | 11 |
| 27 | -Qualifications | 9.H. | 75 |
| 28 | Medical Exams | Ltr. | 148 |
| 29 | Medical Leave of Absence | 10.D. | 81 |
| 30 | Metric Tools | 17.K. | 107 |
| 31 | Military Service | 10.G. | 82 |
| 32 | Minor Mechanical Difficulties..... | Ltr. | 131 |
| 33 | -In Stability Period..... | 9.A.6. | 61 |
| 34 | Moving Time Limits - Bid Award | 9.A. | 58 |
| 35 | | | |
| 36 | -N- | | |
| 37 | | | |
| 38 | `New Equipment..... | 17.C. | 104 |
| 39 | New Job Opening Notice..... | 9.A. | 59 |
| 40 | Noise Abatement Ear Muffs | 16.E. | 102 |
| 41 | | | |

| | | |
|----|-------------------------------------|------------|
| 1 | -O- | |
| 2 | | |
| 3 | Occasional Duties | |
| 4 | Lower Classification | 4.S. 16 |
| 5 | Occupational Injury Leave | |
| 6 | -Employment During..... | 10.F. 82 |
| 7 | -Release of Liability | 16.D. 102 |
| 8 | -Return to Work..... | 10.E. 82 |
| 9 | Oral Warning | 14.H. 97 |
| 10 | Overtime | 6. 25 |
| 11 | -Advance Notice | 6.F.6. 29 |
| 12 | ..... | 6.N. 39 |
| 13 | -Bypass | 6.F.5. 28 |
| 14 | ..... | 6.F.7. 29 |
| 15 | -Calling Procedures | 6.F.5. 28 |
| 16 | -Charge | 6.F.6. 28 |
| 17 | ..... | 6.F.13. 30 |
| 18 | ..... | 6.F.14. 30 |
| 19 | -Computation | |
| 20 | - On a Holiday | 6.D. 26 |
| 21 | - Twenty-four Hour Clock | 6.C. 25 |
| 22 | - Matrix | Matrix 195 |
| 23 | -Distribution | 6.F. 27 |
| 24 | -Disqualification | |
| 25 | - Authorized Absence | 6.F.6. 29 |
| 26 | - Sixteen Hours | 6.F.16. 30 |
| 27 | - Supervisor..... | 6.F.4. 28 |
| 28 | -Eight Hour Minimum | 6.L. 39 |
| 29 | -Eight Hour Rest Period..... | 5.I. 20 |
| 30 | -Extension Refusal..... | 6.F.15. 30 |
| 31 | -Field Trips | 6.F.13. 30 |
| 32 | ..... | 6.F.17. 30 |
| 33 | -Four Hour Minimum | 6.L. 39 |
| 34 | ..... | 6.N. 39 |
| 35 | -Inspectors for Field Service | 6.F.18. 31 |
| 36 | -Mandatory | 6.G. 31 |
| 37 | ..... | Ltr. 156 |
| 38 | -Minimum Notice | 6.F.6. 28 |
| 39 | ..... | 6.N. 39 |
| 40 | -Notification..... | 6.F.5. 28 |
| 41 | - Shop Off Duty | 6.F.9. 29 |
| 42 | - Shop On Duty..... | 6.F.2. 28 |
| 43 | -Post/Pre-shift Meal Period..... | 6.I. 39 |
| 44 | -Probationary (New) Employee | 6.F.11. 29 |
| 45 | | |

| | | | |
|----|---|---------|-----|
| 1 | -Procedures | 6.F. | 27 |
| 2 | -Recall..... | 6.N. | 39 |
| 3 | -Respective Crew/Department | 6.F.8. | 29 |
| 4 | -Rules Revision..... | 6.F. | 29 |
| 5 | -Three Hour Rule | 6.F.7. | 31 |
| 6 | - Transportation for Field Service..... | 6.F.19. | 32 |
| 7 | -Twenty-Four Hour Rule | 6.C. | 25 |
| 8 | | | |
| 9 | -P- | | |
| 10 | | | |
| 11 | Paid Rest | 6.O. | 39 |
| 12 | -Overtime Rate..... | 5.I. | 20 |
| 13 | Parking Charge | 17.L. | 107 |
| 14 | Pay Days | 18.C. | 111 |
| 15 | Pay Classification | Ltr. | 202 |
| 16 | Pay Progression | Ltr. | 165 |
| 17 | Pension Accrual on Leave | Ltr. | 151 |
| 18 | Permanent Transfers | 9.K. | 80 |
| 19 | Picket Lines | 3.C. | 7 |
| 20 | Political Leave | 10.H. | 82 |
| 21 | Post/Preshift Meal Period | 6.N. | 39 |
| 22 | Probationary Period | | |
| 23 | -Overtime Eligibility..... | 6.F.11. | 29 |
| 24 | -Promoted Employees/New Bid | 9.G. | 72 |
| 25 | -New Employees..... | 8.C. | 46 |
| 26 | Productive Work During Training | 17.J. | 107 |
| 27 | Promotion | | |
| 28 | -Higher Classification | 8.H. | 53 |
| 29 | - Probationary Period..... | 9.A. | 61 |
| 30 | -Outside Agreement..... | 8.H. | 53 |
| 31 | - Seniority Retention..... | 8.H. | 53 |
| 32 | Protective Apparel | 16.C. | 102 |
| 33 | Purpose of Agreement | 1.A. | 2 |
| 34 | | | |
| 35 | -Q- | | |
| 36 | | | |
| 37 | Qualifications..... | 9.H. | 72 |
| 38 | Quality Control Checks | Ltr. | 139 |
| 39 | | | |
| 40 | | | |

| | | | |
|----|---|---------|-----|
| 1 | -R- | | |
| 2 | | | |
| 3 | Rainsuits (Parka)..... | 16.F. | 103 |
| 4 | Realignment of Station | 9.E. | 70 |
| 5 | Recall of Furloughed Employees | | |
| 6 | -By Seniority..... | 8.B. | 46 |
| 7 | -Consideration for Vacancies..... | 8.H. | 52 |
| 8 | -Recall Station | 8.H. | 52 |
| 9 | -Refusal..... | 8.K. | 56 |
| 10 | Recall Overtime | 6.N. | 39 |
| 11 | Receipt and Dispatch | 4.T. | 17 |
| 12 | Reduction in Force - See Furlough Relief Lead | | |
| 13 | -Definition | 12.F. | 91 |
| 14 | Remote Area Work | 7.J. | 43 |
| 15 | Rest Period (Breaks) | 5.B. | 18 |
| 16 | Rest Period (Paid Rest)..... | 6.O. | 39 |
| 17 | -Overtime Rate..... | 5.I. | 20 |
| 18 | Retirement Plan | 21. | 124 |
| 19 | -Age | 21.B. | 124 |
| 20 | -Eligibility..... | 21.A. | 124 |
| 21 | -Life Insurance..... | 21.C. | 126 |
| 22 | -Medical Insurance | 21.B. | 124 |
| 23 | Attachment A..... | | 176 |
| 24 | - From Leave | Ltr | 155 |
| 25 | Return from Leave | 10.E. | 82 |
| 26 | | | |
| 27 | -S- | | |
| 28 | | | |
| 29 | Safe Conditions..... | 16.A. | 101 |
| 30 | Safety | | |
| 31 | -Committee | 16.B. | 101 |
| 32 | -Devices | 16.C. | 102 |
| 33 | -Glasses..... | 16.E. | 102 |
| 34 | -Investigations..... | 16.B. | 101 |
| 35 | Savings Clause..... | 1.E. | 2 |
| 36 | Savings Plan | 21.A. | 124 |
| 37 | Schedule A Rate of Pay | 18. | 113 |
| 38 | Schedule Change | 5.E. | 19 |
| 39 | Scope Rule Exceptions | 2.B. | 4 |
| 40 | ..... | Ltr. | 131 |
| 41 | Second Shift Starting Time..... | 5.C. | 19 |
| 42 | Second Step Grievance | 14.B.3. | 95 |
| 43 | | | |

| | | | |
|----|-------------------------------|---------|-----|
| 1 | Seniority | | |
| 2 | -Accrual | 8.A. | 45 |
| 3 | ..... | 9.J. | 79 |
| 4 | ..... | Matrix | 193 |
| 5 | - On Layoff | 8.H. | 52 |
| 6 | -List..... | 8.E. | 47 |
| 7 | -Loss of..... | 8.K. | 56 |
| 8 | ..... | 8.H. | 52 |
| 9 | -Proper Order | 8.E. | 47 |
| 10 | -Protest..... | 8.E. | 47 |
| 11 | -Tie Breaker..... | Ltr. | 164 |
| 12 | Service Records | 17.B. | 104 |
| 13 | Severance | | |
| 14 | -Computation | 20.C. | 122 |
| 15 | -Disallowance | 20.D. | 122 |
| 16 | -Entitlement | 20.A. | 122 |
| 17 | -Return Credit..... | 20.F. | 123 |
| 18 | -Service Requirements | 20.B. | 122 |
| 19 | Shift Duration Minimum | 5.F. | 19 |
| 20 | -Extra Shifts | 5.D. | 19 |
| 21 | -Line Stations..... | 5.D. | 19 |
| 22 | Shift Starting Times | | |
| 23 | -One Shift | 5.C. | 19 |
| 24 | -Posting of..... | 5.E. | 19 |
| 25 | -Three Shifts | 5.C. | 19 |
| 26 | Shift Swaps | 17.M. | 108 |
| 27 | -Limited duty | Ltr. | 168 |
| 28 | Sick Leave | | |
| 29 | -Accrual | 12.A. | 90 |
| 30 | -Charges..... | 12.B. | 90 |
| 31 | -Compensation..... | 12.C. | 90 |
| 32 | -Pay Days..... | 12.C. | 90 |
| 33 | -Reporting Off | 12.D. | 90 |
| 34 | Sickness Plan Premiums | 22.A. | 127 |
| 35 | SIDA Badge..... | Ltr. | 169 |
| 36 | Slowdowns..... | 3.C. | 7 |
| 37 | Special Hearing..... | 14.D. | 96 |
| 38 | Split Vacation | 11.C.5. | 86 |
| 39 | Stability – Airbus | Ltr. | 167 |
| 40 | Stability – Airbus A330 | Ltr. | 154 |
| 41 | | | |

| | | | |
|----|--------------------------------------|---------|-----|
| 1 | Stability Training | 17.J. | 106 |
| 2 | Stability Bids | 9.A. | 58 |
| 3 | Standard Work Day | 5.A. | 18 |
| 4 | - 10 Hour work day | 5.A. | 18 |
| 5 | Standard Work Week | 5.A. | 18 |
| 6 | Station Realignment | 9.E. | 70 |
| 7 | Stock Clerk | 4.N. | 15 |
| 8 | -Qualifications | 9.H. | 78 |
| 9 | Strikes | 3.C. | 7 |
| 10 | Successor Clause | 3.B. | 7 |
| 11 | Sunday/Monday Off | 5.B. | 18 |
| 12 | Supervisor Leading & Directing | 9.A.7. | 62 |
| 13 | Supervisor Vacancies | 9.L. | 80 |
| 14 | Supervisor - Productive Work | 2.D. | 5 |
| 15 | System Board | | |
| 16 | -Appeal to | 14.B.6. | 96 |
| 17 | -Bypass | 15.A. | 98 |
| 18 | ..... | 15.F. | 98 |
| 19 | -Decisions | 15.I. | 99 |
| 20 | -Deadlock | 14.B.6. | 96 |
| 21 | -Jurisdiction | 15.D. | 98 |
| 22 | -Members | 15.B. | 98 |
| 23 | -Neutral Referee | 15.B. | 98 |
| 24 | -Procedure | 15.E. | 98 |
| 25 | | | |
| 26 | -T- | | |
| 27 | | | |
| 28 | Interview Selection | 8.I. | 54 |
| 29 | Ten Hour Work Day | 5.A. | 18 |
| 30 | Test Flight Insurance | 22.B. | 127 |
| 31 | Temporary Upgrade | 9.A.7. | 62 |
| 32 | -Rate of Pay | 9.A.7. | 62 |
| 33 | -Supervisory Position | 8.H. | 53 |
| 34 | -Vacation Coverage | 9.A.7. | 62 |
| 35 | ..... | 11.C.8. | 86 |
| 36 | Third Shift Starting Time | 5.C. | 19 |
| 37 | Third Step Grievance | 14.B.4. | 95 |
| 38 | Thirty Day Vacancy Extension | 9.A.1. | 58 |
| 39 | Three Hour Rule | 6.F.7. | 29 |
| 40 | Three Standard Shifts | 5.C. | 19 |
| 41 | -Two Additional Shifts | 5.D. | 19 |
| 42 | -Not Necessary | 5.D. | 19 |
| 43 | Time and One-half | 6.A. | 25 |
| 44 | | | |

| | | | |
|----|----------------------------------|---------|-----|
| 1 | ..... | 7.B. | 41 |
| 2 | Tool Box Insurance..... | 22.D. | 127 |
| 3 | Tool Inventory | 22.D. | 127 |
| 4 | Training | 17.J. | 106 |
| 5 | -Compensation During..... | 7.I. | 43 |
| 6 | ..... | 17.J. | 106 |
| 7 | -Meal Allowance | 7.E. | 42 |
| 8 | -Overtime Eligibility..... | 6.F.6. | 28 |
| 9 | -Productive Work During | 17.J. | 107 |
| 10 | Transfer | | |
| 11 | -Mandatory | 9.K. | 80 |
| 12 | - Overtime Credit..... | 6.F.10. | 29 |
| 13 | ..... | 6.F.12. | 29 |
| 14 | -Seniority Us..... | 8.B. | 36 |
| 15 | -Temporary Field Service | 7.F. | 42 |
| 16 | -Work Relocation..... | 8.D. | 47 |
| 17 | Transportation Privileges..... | 13.A. | 93 |
| 18 | -General Chairman..... | 13.B. | 93 |
| 19 | -Furloughed Employees | 13.C. | 93 |
| 20 | -During Training, Special | | |
| 21 | Assignment | 7.E. | 42 |
| 22 | Travel Pay | 7.B. | 41 |
| 23 | -Meal Allowance | 7.E. | 42 |
| 24 | Twelve Day Transfer | 9.K. | 80 |
| 25 | Twenty-four Hour Clock | 6.C. | 25 |
| 26 | | | |
| 27 | -U- | | |
| 28 | | | |
| 29 | Unfilled Vacancies..... | 9.G. | 72 |
| 30 | Uniforms..... | 17.D. | 104 |
| 31 | -Foul Weather (Parka..... | 17.D. | 104 |
| 32 | -Rain Gear | 16.F. | 103 |
| 33 | Union | | |
| 34 | -Authorized Union Business | 10.C. | 81 |
| 35 | ..... | 14.A.2. | 94 |
| 36 | -Discrimination | | |
| 37 | - Company/Union | 1.F. | 3 |
| 38 | -Employee | 1.B. | 2 |
| 39 | -Officer/Committeeman | 14.G. | 97 |
| 40 | -Membership | 19.A. | 117 |
| 41 | ..... | 19.B. | 119 |
| 42 | -Safety Committee, PIT | 16.B. | 101 |
| 43 | -Shop..... | 19.A. | 117 |
| 44 | | | |

| | | | |
|----|---|---------|-----|
| 1 | -Work..... | 2.B. | 4 |
| 2 | Upgrade | | |
| 3 | -Higher Classification | 9.A.5. | 60 |
| 4 | ..... | 9.A.6. | 61 |
| 5 | -Supervisory Position | 8.H. | 52 |
| 6 | -Temporary (Premium Jobs)..... | 9.A.7. | 62 |
| 7 | Utilityman..... | 4.P. | 16 |
| 8 | | | |
| 9 | -V- | | |
| 10 | | | |
| 11 | Vacancy (sick leave | 9.A. | 58 |
| 12 | Vacation | | |
| 13 | -Advance Pay | 11.J. | 88 |
| 14 | -Allowance | 11.A. | 84 |
| 15 | ..... | 11.B. | 84 |
| 16 | -Allotment Ratio | 11.C.2. | 85 |
| 17 | ..... | 11.C.3. | 85 |
| 18 | - Revision | 11.C.4. | 86 |
| 19 | -Day-at-a-time | | |
| 20 | - Allowable Allotment | 11.C.1. | 85 |
| 21 | - Leads on Separate List | 11.C.2. | 85 |
| 22 | - Loss of Day(s)..... | 11.C.9. | 54 |
| 23 | - Written Notice -Intentto Use | 11.C.6. | 86 |
| 24 | -Leave Company..... | 11.G. | 87 |
| 25 | -Required to Move | 11.K. | 88 |
| 26 | -Selection Procedure | 11.C. | 85 |
| 27 | -Split | 11.C.5. | 86 |
| 28 | -Vacation Vacancies | 11.M. | 89 |
| 29 | Vendor Subcontracting | Ltr. | 131 |
| 30 | -Liquid Servicing | Ltr. | 131 |
| 31 | | | |
| 32 | -W- | | |
| 33 | | | |
| 34 | Wage Rates | 18. | 111 |
| 35 | -Schedule A | 18. | 112 |
| 36 | Wholly Owned Carriers | Ltr. | 174 |
| 37 | Work Cards - Formulation and Distribution by Planners | | |
| 38 | -To Lead Mechanics | 4.C. | 10 |
| 39 | -To Lead Utility | 4.O. | 16 |
| 40 | Work - Lower Classification | 4.S. | 16 |
| 41 | Work Schedule Change | 5.E. | 19 |
| 42 | | | |