

2018 Amended Tentative Agreement Articles 10.H. and Article 25 (All)

between

PSA Airlines, Inc.



and

International Association of Machinists

and Aerospace Workers

District Lodge 142, AFL – CIO



ARTICLE 10.H. – JOINT SELECTION PROCESS

H. Filling of Maintenance Training Instructor, Lead, Maintenance Controller and Inspector Vacancies - Joint ~~Interview~~ Selection Process.

1. General

The Company shall be tasked with the administration of this process and all associated training required. Any process, element or issue not addressed or otherwise not contained in this Article 10, sub-paragraph H, may be developed and implemented outside of this Collective Bargaining Agreement, however, any such process must be mutually developed and agreed to by the Company and Union.

All Classifications listed above in paragraph H, shall have qualifications established by the Company that must be met by the applicants.

In any instance where an employee with prior classification seniority in the above classifications properly submits for a vacancy, he shall be awarded the position by classification seniority and this process shall not apply so long as he previously held the position and the employee was not previously removed for performance issues via progressive discipline. An Employee with performance issues shall have to requalify per the then qualifications.

This selection process may not go into effect until an associated training program is developed and mutually agreed upon. All personnel, Company or Union, must complete the interview training program to perform interviews for this selection process.

When a vacancy exists in the above listed classifications, and no employee with established classification seniority applies, the position shall be awarded using the procedures set forth in the following paragraphs.

2. Joint Selection Committee Structure

The Joint ~~Interview~~ Selection Committee shall be comprised of equal representation consisting of one (1) person selected by the Company, and one (1) Union member selected by the Union. The Union member must be working in one of the classifications, preferably the Classification which is being listed selected, listed above ~~in order~~ to participate on the Committee. All members participating on the Committee must have attended and completed a training program developed and mutually agreed to by the Company and Union. It is preferable, but not a requirement, to have qualified personnel from each Maintenance Base. There is no requirement for the Committee members to be from the Maintenance Base where the vacancy exists or for the Company and Union member to be from the same Maintenance Base.

Once a ~~the~~ Committee is empaneled, it shall process to completion each vacancy it is tasked to decide. When an empaneled Committee cannot complete the process for a given vacancy, the process must be restarted with a new committee that shall process the vacancy to completion.

A Human Resources representative shall be a part of the Joint Selection Committee ~~interview process and resolve any tied scores.~~

A member designated by the Company, and/or the assigned General Chairperson, may act in an advisory capacity at any time to either Committee member concerning this process and any associated aspects.

3. Interview Scheduling

As soon as any posted vacancy in the above listed Classifications is identified as having no applicants with prior Classification seniority, Human Resources (HR) shall move to empanel the Joint ~~Interview~~ Selection Committee from qualified participants as listed in the above paragraph H.2. and move to ~~schedule the interviews~~ begin the process within two (2) weeks of the bid closing date ~~after consulting with the Committee members.~~

HR shall identify the applicants who meet the ~~minimum~~ qualifications and then begin to coordinate the scheduling of interview date, times and location with the Joint Interview Committee.

Once coordinated, all qualified applicants shall be notified either by Company email, or by telephone at their work location or through a number they have on record with the Company.

Any employee, once scheduled, who fails to interview during their assigned date and time, shall not be rescheduled. If an employee fails or declines to interview, only the remaining qualified candidates shall be interviewed.

This process is not intended to create an overtime situation paid to an applicant being interviewed (e.g. for travel, interview time, waiting time, etc.) outside of his normally scheduled shift. Whenever possible, interviews shall be conducted during the employee's regularly scheduled work shift/day/week at the Maintenance Base where the employee works, or if needed, the Company may opt to fly the employee to another Maintenance Base at the Company's expense (i.e., hotel, per diem and lost time) if it is mutually agreeable to both parties.

If an employee ~~has to~~ must interview on their day off at a location that is not their home base, management may temporarily change that employees' schedule.

4. Interview Process

The process is intended to allow the Joint ~~Interview~~ Selection Committee members to complete an objective evaluation of each applicant. Each interview

shall use a list of standardized questions selected from the master list that allows the Committee members to grade the applicants' answers on a point-based system and record the results during the interview process. The same questions chosen from the master list must be used across all of the applicants interviewed.

At the end of the interview process, the committee shall review and tabulate the results. A mutually agreed upon threshold value will be used to determine which candidates will be considered for the position. ~~If the results recorded are relatively equal, the senior person will be selected, however, any such score must be from all candidates who score above the minimum established threshold to be included in the analysis.~~ will be awarded the position. If no applicant scores above the ~~minimum established~~ minimum established threshold, then the position may be re-bid ~~filled per Article 10.D.~~ All information generated by the Joint Interview ~~Selection~~ Selection Committee shall be considered confidential and not discussed with anyone outside of the process.

5. ~~Interview~~ Joint Selection Process Completion

The successful applicant shall be notified by Human Resources of the award. The notification shall be in person whenever possible. The successful applicant's classification seniority date and pay shall begin on the date of award.

All applicants who participated in the interview process but were not awarded the position shall be notified by Human Resources in person or by phone if needed. The employee shall be offered an opportunity to receive feedback from the interview process (Union or Management) for future career development. A candidate may request an independent review of the decision through the PSA Employee Relations department and the General Chairperson or their designee.

ARTICLE 25 – WAGES

A. Below are the minimum rates of pay:

A&P Mechanics

<u>Years of Service</u>	<u>Current</u>	<u>DOS</u>	<u>DOS +12 Months</u>	<u>DOS + 24 Months</u>	<u>DOS + 36 Months</u>	<u>DOS + 48 Months</u>
		5%	3%	3%	3%	2%
Start	<u>\$15.64</u>	<u>\$16.42</u>	<u>\$16.91</u>	<u>\$17.42</u>	<u>\$17.94</u>	<u>\$18.30</u>
1 year	<u>\$16.23</u>	<u>\$17.04</u>	<u>\$17.55</u>	<u>\$18.08</u>	<u>\$18.62</u>	<u>\$18.99</u>
2 years	<u>\$17.25</u>	<u>\$18.11</u>	<u>\$18.66</u>	<u>\$19.22</u>	<u>\$19.79</u>	<u>\$20.19</u>
3 years	<u>\$18.22</u>	<u>\$19.13</u>	<u>\$19.70</u>	<u>\$20.30</u>	<u>\$20.90</u>	<u>\$21.32</u>
4 years	<u>\$18.79</u>	<u>\$19.73</u>	<u>\$20.32</u>	<u>\$20.93</u>	<u>\$21.56</u>	<u>\$21.99</u>
5 years	<u>\$19.25</u>	<u>\$20.21</u>	<u>\$20.82</u>	<u>\$21.44</u>	<u>\$22.09</u>	<u>\$22.53</u>
6 years	<u>\$19.73</u>	<u>\$20.72</u>	<u>\$21.34</u>	<u>\$21.98</u>	<u>\$22.64</u>	<u>\$23.09</u>
7 years	<u>\$20.47</u>	<u>\$21.49</u>	<u>\$22.14</u>	<u>\$22.80</u>	<u>\$23.49</u>	<u>\$23.96</u>
8 years	<u>\$21.34</u>	<u>\$22.41</u>	<u>\$23.08</u>	<u>\$23.77</u>	<u>\$24.48</u>	<u>\$24.97</u>
9 years	<u>\$22.46</u>	<u>\$23.58</u>	<u>\$24.29</u>	<u>\$25.02</u>	<u>\$25.77</u>	<u>\$26.29</u>
10 years	<u>\$25.70</u>	<u>\$26.99</u>	<u>\$27.79</u>	<u>\$28.63</u>	<u>\$29.49</u>	<u>\$30.08</u>

Cleaners

<u>Years of Service</u>	<u>Current</u>	<u>DOS</u>	<u>DOS +12 Months</u>	<u>DOS + 24 Months</u>	<u>DOS + 36 Months</u>	<u>DOS + 48 Months</u>
		5%	3%	3%	3%	2%
Start	<u>\$8.86</u>	<u>\$9.30</u>	<u>\$9.58</u>	<u>\$9.87</u>	<u>\$10.17</u>	<u>\$10.37</u>
1 year	<u>\$9.46</u>	<u>\$9.93</u>	<u>\$10.23</u>	<u>\$10.54</u>	<u>\$10.85</u>	<u>\$11.07</u>
2 years	<u>\$10.12</u>	<u>\$10.63</u>	<u>\$10.94</u>	<u>\$11.27</u>	<u>\$11.61</u>	<u>\$11.84</u>
3 years	<u>\$10.75</u>	<u>\$11.29</u>	<u>\$11.63</u>	<u>\$11.97</u>	<u>\$12.33</u>	<u>\$12.58</u>
4 years	<u>\$11.38</u>	<u>\$11.95</u>	<u>\$12.31</u>	<u>\$12.68</u>	<u>\$13.06</u>	<u>\$13.32</u>
5 years	<u>\$11.62</u>	<u>\$12.20</u>	<u>\$12.57</u>	<u>\$12.94</u>	<u>\$13.33</u>	<u>\$13.60</u>
6 years	<u>\$11.89</u>	<u>\$12.48</u>	<u>\$12.86</u>	<u>\$13.24</u>	<u>\$13.64</u>	<u>\$13.91</u>
7 years	<u>\$12.13</u>	<u>\$12.74</u>	<u>\$13.12</u>	<u>\$13.51</u>	<u>\$13.92</u>	<u>\$14.20</u>
8 years	<u>\$12.37</u>	<u>\$12.99</u>	<u>\$13.38</u>	<u>\$13.78</u>	<u>\$14.19</u>	<u>\$14.47</u>
9 years	<u>\$12.64</u>	<u>\$13.27</u>	<u>\$13.67</u>	<u>\$14.08</u>	<u>\$14.50</u>	<u>\$14.79</u>
10 years	<u>\$12.88</u>	<u>\$13.52</u>	<u>\$13.93</u>	<u>\$14.35</u>	<u>\$14.78</u>	<u>\$15.08</u>

~~Signing Bonus—Three percent (3%) of annual base rate paid out in lump sum payment within 30 days after date of signing (DOS) of Agreement. Bonus—Three percent (3%) of annual base rate paid out in two equal lump sum payments on DOS +12 months and DOS +18 months of Agreement.~~

B. Premiums will be paid as follows:

The following rates set forth are the minimum rates paid for all premiums. The Company may raise these rates. Once raised, the increase shall be applicable to all current employees in that Classification and remain in force for as long as that Employee remains in that Classification. Any Employee who is affected by a reduction-in-force would retain rights to the higher premium they held once recalled to the higher Classification.

Shift

Third shift - \$.55 per hour
Second shift - \$.30 per hour.

Third shift start time defined as any schedule that starts after 2000 hours.

Second shift start time defined as any schedule that starts after 1200 hours.

When a work schedule covers more than one shift, the applicable shift premium will be for the shift on which the preponderance of the hours are worked.

Rotating-shift- An Employee scheduled to work a rotating shift, where multiple shift premiums are involved, will receive the higher shift premium for all hours worked in a work week.

Maintenance Instructor - \$1.75 over the current step progression on A&P Scale.

Lead - \$2.25 over the current step progression on A&P Scale.

Lead/RII- \$2.50 over the current step progression on A&P scale

Inspector - \$2.00 over the current step progression on A&P Scale.

Maintenance Controller - \$3.50 over the current step progression on A&P Scale.

License Premiums

In addition to the above rates of pay, an Employee will be paid a premium for each license he is required to hold and which he uses in the performance of his duties in accordance with the following:

License	<u>Current</u>	<u>DOS</u>
FAA Airframe	\$0.70	\$1.00
FAA Powerplant	\$0.70	\$1.00
Avionics Technician*	\$1.40	\$2.00

*Avionics Technician – three (3) years’ experience as an Avionics Technician (civilian and/or military), or NCATT AET (National Center for Aircraft Technician Training Aircraft Electronics Technician) certification, or certification from an accredited avionics curriculum.

Note: Avionics technician(s) currently on the property as of date of signing and receiving a premium based on an FCC license will be grandfathered and continue to receive the avionics premium.

No Employee will be paid more than a total of ~~one dollar and forty cents (\$1.40)~~two dollars (\$2.00) per hour for any combination of the above license premiums.

Taxi and Run-Up Qualified Premium - ~~\$.20~~fifty cents (\$0.50) per hour. All current Inspectors as of the date of signing of this Collective Bargaining Agreement will continue to receive taxi and run-up premium provided they maintain their currency.

~~C. When a new Employee is hired in any classification under this Agreement, the Company may recognize previous experience and type of work for which he is hired by awarding him a rate higher than the starting rate on the pay scale. While such an Employee is in his probationary period, the Company will consult with the Lead and other Employees who have observed his work to determine if he should remain at the higher rate of pay. In no case shall the starting rate of pay be higher than the 3rd year of pay on the Mechanics pay scale. An Employee who is hired in at a rate of pay higher than the starting rate on the pay scale will remain at his rate of pay until his actual classification seniority matches the pay scale.~~

~~D. Any such new hire found to have a level of prior experience deemed by the Company to be compensable at a higher rate of pay shall start at, and progress from, that awarded higher rate of pay for each successive year of his or her employment.~~

~~E.C. The Company may use methods of their choosing to assess and subsequently award a higher rate of pay, however, credit via higher than starting wages may be given for experience only, and not for the advancing of seniority of any type. Any current Employee, at any Maintenance Base covered by this CBA, who was previously hired on, and frozen at, a higher pay scale step shall proceed to the next step on the wage scale at the next opportunity to do so (e.g. employment anniversary).~~

~~F.D.~~ No Employee will suffer a reduction of his current rate of pay as a result of implementation of the pay rates negotiated in this Agreement.

~~E. Should the Company determine a need to pay a retention bonus, the Company shall meet and confer with the General Chairperson, for the purpose of seeking input from the Union, in advance of providing any such bonus payment.~~

~~F. Signing Bonus - Upon a successful ratification, the Company will pay to all Employees that were on the seniority list as of the date of ratification (DOR), a “Signing Bonus” with a value that averages \$2400 per person. The method used to determine the total amount of payment to each Employee will be comprised as follows:~~

~~I. Multiply the total number of Employees on the seniority list at DOR by \$2400.~~

2. Add all of the completed credited months of service for all Employees on the seniority list to come up with the total credited months. The Company will use adjusted seniority dates.
3. Issue a baseline bonus of \$750 to all Employees on the seniority list.
4. Divide the remaining total bonus amount by the total number of credited months of service resulting in the amount of bonus for each credited month of service (the “multiplier”).
5. Multiply that amount by the Employees’ credited months of service to establish the additional longevity bonus amount to be added to the \$750 baseline amount. This will be the total sum due to the Employee.
- ~~6.~~ One half (1/2) of the bonus amount will be paid within 30 days of the ratification of this Agreement and the remaining half will be paid within 30 days of the DOS+12-month date. In order to receive a payment, Employees who are on the seniority list at the time of ratification must remain on the seniority list at the time of either payment.

~~G. Market Adjustment Premium (MAP) — The Company, at its sole discretion, may apply this premium or a retention bonus, at any Maintenance Base, based on market conditions using the following guidelines:~~

- ~~1. The Company will notify the Union General Chairperson when it intends to use the MAP premium and the intended amount, and when it will discontinue the MAP premium.~~
- ~~2. Any Employee who receives a MAP shall retain the premium for the duration of their employment in the class and craft so long as they remain at the Maintenance Base where the premium was implemented.~~
- ~~3. An Employee who has received a MAP at one Maintenance Base, and who transfers to a different Maintenance Base, shall lose the MAP premium.~~
- ~~4. An Employee who is at a base without a MAP premium, and who transfers to a base with an active MAP premium, shall receive the MAP premium so long as they remain at that Maintenance Base for the remaining duration of their employment.~~
- ~~5. An Employee who goes on a TDY assignment to a Maintenance Base with an active MAP premium will receive the premium for the duration of his TDY assignment.~~