

## LETTERS OF AGREEMENT

LETTER OF AGREEMENT  
Between AIR  
WISCONSIN, INC.  
and the  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS  
DISTRICT LODGE 142

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### Aircraft Mechanic Apprenticeship Program

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#### PREAMBLE:

The Aircraft Mechanics Apprenticeship Program (AMAP) is developed to attract potential personnel to Air Wisconsin Airlines who have already started to pursue a career field in the Aircraft Maintenance field and to also create interest in this field by providing apprentices an opportunity to gain experience in the Air Wisconsin Airlines Maintenance Department as they progress towards FAA certification.

#### 1. ELIGIBILITY

##### ACCREDITED SCHOOL

- Current employees throughout Air Wisconsin Airlines who are interested in pursuing a career in Aviation Maintenance. Eligible employees in this category must be currently enrolled in an accredited FAA A&P school licensing program. Apprentices who are in the program must submit proof of enrollment when asked to do so by either the Union or the Company.
- Candidates who do not remain enrolled in an accredited school shall be released immediately.
- Students in school must maintain a 2.0 GPA while enrolled in an accredited Aeronautic Maintenance technology school and must submit transcripts as requested.

##### MILITARY OR GENERAL AVIATION EXPERIENCE

- Aviation Technicians with verifiable military or general aviation experience who are in the process of obtaining their A&P license through a certified license administrator.

#### 2. ENTRANCE INTO THE PROGRAM

- All openings shall first be posted in accordance with Article 11 of the agreement. Members who belong to this agreement (Mechanics and Related unit) that meet the eligibility shall be given first preference to being placed into the AMAP program. The person with the most senior entry date into the Mechanics bargaining unit shall be considered to be the most senior eligible for the AMAP vacancy, regardless of what classification it is held.

- Members who belong to the Clerical Bargaining Unit of the IAM shall be given the next highest preference if no qualified members are found as stated in the bullet point previous. If further vacancies exist after both IAM agreements have been exhausted, it shall be next offered to eligible candidates from within the company before lastly being advertised externally.
- Each vacant position as they become available, should the Company decide to fill the vacancy, must be done in accordance with the steps as listed above, starting with posting in accordance with Article 11.
- All internal applicants must be currently active and meet attendance requirements as follows: a) no more than three (3) occurrences within the previous twelve (12) months, and b) must have completed probation in their current position.

### 3 **AMAP SCOPE**

- AMAP candidates will be assigned to RON maintenance only. (Only with prior agreement from the local committee, they may be utilized in other shop bid areas if the intent is to gain experience but shall not be done so on a regular basis. (Live Aircraft shall never be touched by a candidate)
- Candidates will be assigned to a supervisor in the base MX who will be responsible for the performance evaluations throughout the AMAP period.
- The candidates shall be assigned work that is well within their abilities to perform, with the intent to provide a learning environment.
- AMAP supervisors will be responsible to provide evaluations for all candidates assigned to them to the AMAP review Committee.
- Candidates will be required to sign for any work performed that is legally allowed per the FAR's.
- Candidates must have the ability to perform hands on tasks using tools or test equipment while under the oversight of the AMAP lead mechanic.
- A joint AMAP review committee shall be established and maintained consisting of two members of management and two members of the union. The Committee shall meet periodically to review all reports and to discuss improvements that can be made to the program as well as review the performance evaluations as provided by the supervisors.
- AMAP Candidates shall never perform inspections of any kind.

### 4. **AMAP WORK RULES/UNION MEMBERSHIP**

- Candidates who enter this program from either IAMAW agreements are not subject to the 6-month probationary period if they have already done so. All others who enter this program (including current members who have yet to complete their 6-month probationary period) shall be subject to all terms and conditions as outlined in Article 13 of this agreement.

- AMAP candidates shall not be scheduled to work on any of the Company Holidays nor shall they receive any compensation for them.
- AMAP work schedules shall be created to allow candidates to attend formal classes without Conflict with work schedules but will not be scheduled weekends off.
- In as much as possible AMAP apprentices schedules shall be predominantly evening shifts.
- There will be no overtime work allowed.
- The maximum weekly hours for candidate shall be 20 hours. Every effort shall be made to maintain a regular established schedule.
- Shall be paid in accordance with the entry level base scale wage rate only. (No skill pay); and will earn seniority at half time.
- Candidates who are released from the program for poor performance must wait 12 months before applying again. If he is released again, he is not eligible for re-entry.
- Candidates holding seniority in the mechanical agreement who are released before completion of the program, shall be able to exercise seniority rights to return to the bargaining unit in which he holds seniority, provided he was not released for cause.
- The maximum AMAP training period for students who entered this program through an accredited school will be 36 months from the date of start. Any deviation must be mutually approved by the VP of Tech Ops, IAM DL 142 PDGC (or his designee), and VP of HR.
- AMAP candidates who were unable to obtain their A & P license by the end of the 18-month term will be released from the program. Those holding seniority rights will be allowed displacement rights. They will not be allowed to reapply for the program.
- Anyone currently listed on the mechanics seniority list as of DOS but not currently active within the mechanic ranks, should they enter this program will be immediately removed from the list and will be given a new mechanic seniority date upon successful completion of the program.
- For mechanics with prior experience but no license and not enrolled in the school program, shall have a maximum of 6 months in the AMAP program to obtain their license, provided they have submitted the proper proof to show their work experience and is satisfactory to both the Company, Union and the FAA. If they do not achieve their license, they shall be released immediately. The time limits may be extended mutually between the VP of Tech Ops, DL 142 PDGC (or his designee) and VP HR.
- A maximum of 20 AMAP candidates can be in the program at any time. The company and union can mutually agree to expand the program.
- Any training given shall be paid at the established base rate.
- An AMAP can be released from the program specifically for performance issues if he has not shown the ability to acclimate to this career field over a given period of time, provided the Company can show that the apprentice had been given an opportunity to realize his shortfalls and had been given a reasonable amount of time to show otherwise.

##### 5. **LEAD AMAP MECHANICS**

- A separate lead will be established for this program within the maintenance bid area.
- A 5:1 ratio will be maintained for this lead to AMAP program.

- AMAP Lead will receive an additional \$1.50 per hour AMAP premium while performing AMAP oversight or if non AMAP lead is required and agrees to lead an AMAP apprentice, he will also receive the additional \$1.50 hour premium for a minimum 4 hours. 5:1 ratio will be maintained with regards to premium.

#### 6. **SUCCESSFUL COMPLETION OF AMAP PROGRAM**

- Upon successful completion of the AMAP program, (obtained his A&P license within the time frames) the apprentice shall be employed as a full-time mechanic and placed on the seniority list and shall be placed at the applicable new hire rate of pay.

#### 7 **MISCELLANEOUS**

- Any exceptions to the AMAP program shall require the mutual approval of the VP of Tech Ops, VP of Human Resources and IAM DL 142 PDGC (or his designee).
- In the event of any full time Aircraft Mechanic being furloughed, all AMAP apprentices shall be released first.
- The AMAP employees that transfer to a mechanic position will be eligible for recruiting/new hire bonuses (e.g tuition reimbursement) available at the time of transfer to a represented A&P position.

#### 8 **MUTUAL UNDERSTANDING**

- It is clearly understood and agreed by both parties that this program will not be used in any way to circumvent overtime that would normally be required of a regular full-time employee. At no time shall any position not be filled, abolished or circumvented due to the application of this AMAP program. These AMAP employees shall only be assigned work that is recognized as mechanic work and shall not be used to perform lower classification work except for the sole purpose of performing his own work.
- Both parties recognize that some things may have been unforeseen or overlooked and agree to meet to resolve matters using the intent of this letter as a guide.

#### 9. **SUSPENSION CLAUSE**

- It is understood that the goal of this program is to provide a supply of Licensed A&P Mechanics to Air Wisconsin Airlines as it has become increasingly difficult to attract and retain quality aircraft licensed mechanics with the ever-increasing National shortage in this field compounded by the geographical location of our operation. It is understood as we produce licensed mechanics with this program it is with the belief that they are needed and will be offered employment. If at any time this program has supplied more mechanics than the demand, the Union, with 90 days written notice to the company, shall have the right to freeze the program from accepting new candidates until such time as the company can satisfactorily show the Union that the intent of producing a supply equal to demand for mechanics is sustainable. When this is satisfactorily agreed to by DL 142 PDGC (or his designee), the program shall be unfrozen at that time.

In witness whereof, the parties have signed this Letter of Agreement of the date provided below.

Dated: November 3, 2022

AIR WISCONSIN AIRLINES

INTERNATIONAL ASSOCIATION OF  
ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS, AFL-CIO  
AIR TRANSPORT DISTRICT LODGE 142



Jon Barker  
VP of Technical Operations



John Coveny  
President-Directing General Chairperson



Tina Vos  
VP of Human Resources



James M. Samuel  
General Chairperson