

# Transitional Letter of Agreement

Calendar Year 2022

This Letter of Agreement (LOA) is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between Aer Lingus Airlines, Inc. (hereinafter referred to as the "Company") and District Lodge 142 of the International Association of Machinists and Aerospace Workers, AFL-CIO, (hereinafter referred to as the "Union"), or, hereinafter collectively referred to as the "Parties".

The Parties hereby agree as follows:

WHEREAS, the current Collective Bargaining Agreement (CBA) became amendable on December 31, 2021, and

WHEREAS, the Parties are engaged in Section 6 bargaining under the Railway Labor Act, and

WHEREAS, the Company is currently involved in a significant operational restructuring centered around technology, and

WHEREAS, said restructuring will impact specific areas of the Collective Bargaining Agreement (CBA) between the parties, and

WHEREAS, the Company cannot provide specific details at this time for incorporation into a new CBA, and

WHEREAS, the Company has provided funds to all represented work groups of the Company in Ireland and abroad, and

WHEREAS, the Company wishes to provide the US based employees of Aer Lingus the same opportunity to participate in receiving like funds paid by the Company, and

WHEREAS, this payment is made with the acknowledgement and appreciation of the ongoing and continued cooperation of the employees during the course of 2022, so

NOW, THEREFORE, the Parties hereby agree to the following:

Following recent engagement with the Union General Chairperson, it is now agreed that Aer Lingus will make a once off payment to its US based employees as follows:

- All employees in employment from January 2022 and still in employment on the date

the payments are made, will receive a once off, non-consolidated, off scale payment of the US equivalent of seventeen hundred Euros (€1700).

- Staff who commenced employment during 2022 will receive a prorated payment on the date the payments are made (one twelfth of the value of the payment for each calendar month in employment in 2022, at the time of payment). A calendar month will be considered complete if greater than half of the available hours of the month are worked by the individual.
- The payment will be made in November or December of 2022 dependent on the timing of a ratification vote.
- The parties have agreed to continue engagements, on the subject of future pay and will endeavor to conclude negotiations in a timely manner.
- It is also agreed that any pay adjustment agreed as part of those discussions will take effect in 2023 and beyond.
- The parties agree to amend our existing bargaining contract accordingly. This proposal has been achieved on the understanding that the parties will recommend its acceptance to their principles. If the proposal is not accepted, it will be deemed not to have been tabled.
- If after the acceptance of the terms of this transitional letter of agreement by the employees, any other covered work group of the company were to receive compensation greater than that received by the US based employees, then the difference of the greater amount will be paid to the employees covered by this agreement also under its terms.

AGREED to this 9<sup>th</sup> day of December 2022

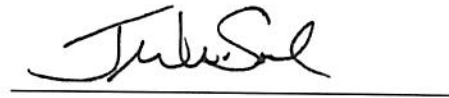
For Aer Lingus Airlines, Inc.



Bill Byrne

Aer Lingus Airlines, Inc

For Air Transport District Lodge 142



James M. Samuel

General Chairperson