



**IAM Air Transport District 142**

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2023 – 61

**Date: June 16, 2023**  
**File: SWISSPORT/PHX – 2023**

**IAM/SWISSPORT PHX TENTATIVE AGREEMENT REACHED**

Dear Sisters and Brothers:

Your IAM District 142 Negotiating Committee has reached a Tentative Agreement with Swissport PHX. This new tentative agreement includes significant wage increases, longevity pay, updated 401k, and improvements to work rules and shift premiums.

Here are the highlights of the new tentative agreement:

- Leads are no longer required to participate in or recommend discipline.
- Fuelers are no longer required to relay directions or job instructions on behalf of a lead or supervisor.
- Employees can sell back vacation time, one time, throughout the year, no longer only in December.
- Lead and Trainer premium pay is paid for the whole shift while performing those duties (codifies current practice).
- Beginning with the 2024 open enrollment, those employees who have previously had Swissport medical insurance, including those hired after 3/25/23, and elect no medical insurance coverage will receive a \$2 per hour benefits offset wage increase while not electing Swissport medical insurance coverage. Employees must maintain medical insurance coverage outside of Swissport and this provision does not apply to or affect Swissport Vision and Dental coverage.
- Juneteenth added as a recognized holiday.
- Updated Swissport 401k savings and retirement plan with immediate vesting service. 100% match on the first 3% of employee contributions, 50% match on the next 2% of employee contributions.
- Immediate wage increases including retroactive pay back to 3/25/23, between 9.1% to 12.5% wage increase over the life of the agreement. - see scale.
- Anyone above the wage scale will receive 3% including retroactive pay back to 3/25/23.
- Employees with more than 1 year of service on the contract anniversary dates (3/25/24 & 3/25/25) will receive an additional \$0.60 per hour base wage increase.
- Increases to longevity pay with a new 5-year longevity step. -see scale.
- Overnight shift premium increased to \$0.50 per hour.

The Redline Tentative Agreement is available with this bulletin for your review on the DL 142 website: <https://atd142.org>. We are planning a meeting at the District 142 Offices on Wednesday, June 21, 2023, to discuss this TA with the membership and answer any questions you may have. We will update you with more information on this meeting shortly. The ratification vote will be Friday, June 23, 2023, at IAM Sky Harbor Lodge 2559 in PHX, from 6:00 a.m. to 6:00 p.m. Your Negotiating Committee unanimously recommends a **YES** vote on this tentative agreement!

Thank you to all our Swissport PHX members for your patience, commitment, and steadfast solidarity through this process. With best wishes we remain

Sincerely and fraternally,

*Signature on File*  
John M. Coveny, Jr.  
President/Directing General Chair

*Signature on File*  
Jeff James  
General Chair

*Signature on File*  
Bill Wise  
General Chair

JMS/JC/td

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
T. Regan, Airline Coordinator  
DL 142 Executive Board

**POST ON ALL IAM BULLETIN BOARDS**