

Collective Bargaining Agreement

between

**Aircraft Service International,
Inc. d/b/a Menzies Aviation
Houston (IAH)**



And

**International Association of
Machinists & Aerospace Workers
District Lodge 142**



March 01, 2024 – February 01, 2026

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2 **Parties to the Agreement:**

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4 Agreement entered into this 1st day of March 2024, by and between Aircraft Service
5 International, Inc. d/b/a Menzies Aviation (hereinafter referred to as the “Company”) and
6 the International Association of Machinists and Aerospace Workers, AFL-CIO, District
7 142 (hereinafter referred to as the “Union”) as representative of the employees in the Job
8 Classifications listed herein.

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11 **WITNESSED:**

12 **Article 1**

13 **Recognition and Scope**

- 14 (A) Recognition and Scope in accordance with the provisions of the National Labor
15 Relations Act, the Union is recognized by the Company in the Job Classifications
16 listed herein and for such other classifications as may hereafter be mutually
17 agreed upon.
- 18 (B) This Agreement shall cover all hourly employees engaged in the aircraft services
19 for the Company, including but not limited to the operation and maintenance of
20 the fueling facilities at George Bush Intercontinental Airport Houston, Texas.
- 21 (C) The Company recognized that it is in the mutual interests of the employees and of
22 the Company to maintain stable labor relations through collective bargaining
23 between the parties and through Union security for the employees individually
24 and collectively.

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28 **Article 2**
29 **Promotions**

- 30 (A) A Promotional Vacancy in any Job Classification listed herein shall be filled by
31 the bidding procedure. The Company shall post a Promotional Vacancy Bid for
32 such vacancies for a period of seven (7) calendar days and shall award the
33 vacancy to the Senior Qualified bidder and notify the Local Union.

- 1 (B) An employee filling a Promotional Vacancy shall be given a thirty (30) workday
2 Promotional Vacancy Probation Period to demonstrate that he can satisfactorily
3 perform the work assignment involved.
- 4 (C) In filling all Promotional Vacancy, the vacancy will be awarded to the Senior
5 Most Qualified employee bidding the vacancy.
- 6 (D) In the event that there are no Qualified bidders for a Promotional Vacancy, the
7 Company shall fill such vacancy in the following order:
- 8 1. Assign any qualified employee within that Job Classification
9 desiring the vacancy.
 - 10 2. Promote the Senior Qualified employee from a lower Job
11 Classification desiring such a promotion.
 - 12 3. Hire an employee from outside the Company to fill the still open
13 vacancy.
 - 14 4. When upgrading in accordance with sub-paragraph (2) of this
15 Paragraph, the Senior Qualified shall be that employee with the
16 most Company Seniority.
- 17 (E) The filling of all Promotional Vacancy except an original and second vacancy
18 may be filled by the Company in the same manner as if no Qualified Employee's
19 bid was received for the Promotional Vacancy.

20
21 **Article 3**
22 **Hours of Work**

- 23 (A) The Workday shall consist of a twenty-four (24) hour period and a Regular
24 Workday shall consist of eight (8) or ten (10) consecutive hours, inclusive of
25 Meal Period.
- 26 (B) All time worked in any continuous Tour of Duty, including Overtime, shall be
27 considered as work performed in the Workday within which the Tour of Duty is
28 started.
- 29 (C) The Workweek (Pay Period) shall consist of seven (7) consecutive days,
30 beginning at 12:01 AM on Thursday and the regular weekly work schedule shall
31 consist of four (4) or five (5) Workdays of eight (8) or ten (10) hours each within
32 the Workweek.

- 1 **(D)** Employees shall be given at least forty-eight (48) hours' notice of all Shift
2 Changes except in emergencies when twenty-four (24) hours' notice shall
3 be required.
- 4 **(E)** Each employee shall be scheduled two (2) consecutive Days-off when scheduled
5 to work eight (8) hour Shifts, and three (3) Days-off with at least two (2)
6 consecutive when scheduled to work ten (10) hour Shifts in the Workweek.
- 7 **(F)** Employees hereunder may request to exchange Shift, Day or Days-off, a
8 Day/Shift Trade with other employees within their Job Classification and within
9 the same Workweek providing Company approval.
- 10 **(G)** Shifts shall be established by the Company based on the needs of the operation.
- 11 **(H)** The first Workweek each January, May and September employees covered by this
12 Agreement will bid Shifts and Days-off within their respective Job Classification.
13 Preference for Shifts and Days-Off will be awarded on the basis of Seniority
14 within the Job Classification.
- 15 1. At least three (3) weeks prior to the effective date of the Tri-
16 Annual Shift Bid, the Company will prepare a list of all Shifts and
17 Days off available in each Job Classification, which will be posted
18 on the Company Bulletin Boards. Once the Shift Bid has been
19 posted, employees will be given an Assigned Bid Time, which
20 assigns a date and a time in which they are to bid their Shift and
21 Days-Off.
- 22 2. It is the employee's responsibility to bid his Shift and his Days-Off
23 when scheduled. Employees failing to bid at his Assigned Bid
24 Time, will be assigned a Shift as close to his present Shift as
25 possible.
- 26 3. In the event an employee is Absent from Work because of Days-
27 Off, Vacation, Absent from Work, or Leave of Absence, etc.
28 during the Shift Bid, it is the employee's responsibility to bid at his
29 Assigned Bid Time. If the employee cannot come to work to bid,
30 then he may contact the Shop Steward at his Assigned Bid Time or
31 leave his bid request in writing with the Shop Steward before his
32 departure.

LEAD OPERATORS

Starting	08/01/2024	03/01/2025
\$22.50	\$23.00	\$23.50

- 1
2 (B) All present employees working for Allied will receive \$4.00 per hour initially (or
3 what was offered) on 3-1-2024 and then \$0.50 on 08/01/2024 and \$0.50 on
4 03/01/2025.
- 5 (C) The Company reserves the right to start a new employee at a rate higher than the
6 Minimum Starting Rate commiserate with that new employee's previous fueling
7 or mechanical experience.
- 8 (D) All Leads Mechanics shall receive two dollars (\$2.00) per hour above the
9 Regular Rate of Pay designated above.

10
11 **Article 5**
12 **Job Classifications & Job Qualifications**
13

14 (A) **JOB CLASSIFICATIONS:**

- 15 1. **Lead Mechanic** – The duties of a Lead Mechanic shall be the
16 same as Mechanics, and in addition he shall assign work to, and
17 lead and direct the other Mechanics.
- 18 2. **Mechanic** – The duties of a Mechanic shall be the repair,
19 maintenance, and operation of all motorized equipment, all facility
20 and system components in the Company's fueling operation and
21 the keeping of all records pertinent thereto.
- 22 3. **Lead Operator** – The duties of a Lead Operator will consist of
23 operating all components, valves, etc. in the Facility.
24 All set-up and preparation required to receive all fuel products into
25 the Facility. The dissemination, the collection, and the
26 computations required for the receipt and dispensal of fuel product
27 into and out of the Facility. The collection, dissemination, and
28 testing for the purpose of quality control of fuel products into and
29 out of the Facility. All clerical duties related to the above. In
30 addition, the Operator shall perform mechanical work on hydrant
31 valves, boxes, painting, and duties of similar skill levels. ~~Tank~~

1. Mechanics will fill in for Lead Operator on an “as needed” basis.

4. **Operators** – The duties of the Operators will be those that include, but are not limited to sumping of tanks, hydrant pit daily inspections, vault inspections, quality control of fuel, painting (as required) and all paperwork associated with their duties. Additionally, normal housekeeping, relate to the Operators work involved with daily operations, and records pertinent thereto.

(B) **JOB QUALIFICATIONS:**

1. **Mechanic** Mechanic must have twenty-four (24) months experience and/or comparable schooling for maintenance and overhaul work on automotive type equipment both diesel and gasoline powered. Must be able to do basic welding, electrical work on motorized equipment, including reading basic schematic wiring drawings, must be able to trouble-shoot mechanical and electrical problems in motorized equipment.
2. **Lead Operator** Lead Operator must possess computer and math skills, basic mechanical skills, and have the ability to perform all fuel quality control testing.
3. **Operator** – The same qualifications as the Lead Operator shown above.

Article 6

Wage Rules

(A) Accredited Service with the Company, for determining Longevity Pay increments, shall be defined as; active service on the Company’s payroll in any capacity except such service prior to Resignation, Discharge or Lay-off when Recall Rights have expired. Leaves counting towards Accredited Service are the entire duration of Military Service Leave or Union Business Leave, On the Job Injury, and Leave of Absence up to a maximum of six (6) months.

(B) An employee assigned to a Shift that begins at or after 17:00 and before 06:00 shall receive a Shift Differential of thirty cents (0.30¢) per hour. No Shift Differential shall be received by an employee assigned to a Shift which begins at or after 06:00 and before 17:00.

- 1 (C) An employee shall receive the Shift Differential applicable to his Regular Shift
2 Assignment for all work performed while he is so assigned, including Overtime.
- 3 (D) Employees required to rotate through shifts involving a day shift and night shift or
4 vice versa shall receive a Shift Differential of twenty cents (0.20¢) per hour for all
5 hours worked during the Workweek. Such rotating shifts shall be filled first by
6 the Most Senior Qualified employees who volunteer for such shifts. In the event
7 that an insufficient number of employees volunteer to fill the necessary rotating
8 shifts, such unselected shifts shall be filled by assignment of the Junior Most
9 Qualified employees.
- 10 (E) If an employee voluntarily transfers from a higher Job Classification to a lower
11 Job Classification, and if the Company agrees to such a transfer, the employee
12 shall be paid the highest Regular Rate of Pay his Seniority will allow in the lower
13 Job Classification.
- 14 (F) An employee who is promoted to a higher Job Classification shall not be paid less
15 than the Regular Rate of Pay he received at the time of promotion or less than the
16 lowest Regular Rate of Pay of the higher Job Classification.

17 **Article 7**

18 **Overtime Compensation**

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21 No employee shall work Overtime unless directed to do so by a Company Supervisor.

22 Overtime rates will be paid for all overtime hours worked.

- 23 1) However, employees are required to obtain prior approval from the
24 Company before actually working any overtime.
- 25 2) Any employee who works overtime and fails to obtain prior approval
26 before performing any overtime work may be subjected to the Company's
27 disciplinary procedures up to and including termination.

28
29 (A) An Overtime Rate of time and one-half (1 ½) will be paid for all hours worked
30 over forty (40) hours in the Workweek. Overtime Pay for hours worked as
31 described above shall not be paid where such hours result from a change in an
32 employee's Regular Shift Assignment.

33 (B) Overtime shall be distributed as equally as possible among all Qualified
34 Employee's on duty in each Job Classification.

35 I. When Overtime is needed for less than eight (8) hours the

1 employee with the least amount of Overtime Hours to his credit on
2 duty will be asked to work. If Overtime is needed for more than
3 eight (8) hours, the employee with the least amount of Overtime
4 Hours to his credit on his Days-Off will be called in. If an
5 employee on his Days-Off cannot be contacted, or refuses the
6 Overtime, the employee with least amount of Overtime Hours to
7 his credit on duty will be asked to work.

8 2. In the event all employees refuse the Overtime offered, the Full
9 Time Employee on duty with the least amount of Overtime Hours
10 to his credit will be required by the Company to work the
11 Overtime, which is known as “Required Overtime”. Employees
12 who leave work while on “Required Overtime” will be suspended
13 immediately, and that employee will face Disciplinary Action up to
14 and including Termination.

15 3. No employee will be placed on the Overtime List until after
16 successfully completing his required Probationary Period.

17 4. Employees who do not want to work Overtime may request in
18 writing that his name be removed from the Overtime List during
19 the Shift Bid. His name will be removed from the Overtime List
20 for the period of that Shift Bid. Removal of one’s name from the
21 Overtime List does not disqualify him from “Required
22 Overtime”.

23 5. An employee can be held on “Required Overtime” no more than
24 16 hours in the same Workweek/Pay Period.

25
26 6. Anyone who is off work and/or off the work schedule due to an
27 On-the-Job Injury, Temporarily Upgraded to Supervisor, or is off
28 on Union Business for thirty (30) days or more, will return to the
29 Overtime List with no more than eight (8) hours less than the
30 lowest employee on the Overtime List.

31 7. The employee involved in a Day/Shift Trade that actually
32 requested said Day/Shift Trade will not be eligible for Overtime
33 that Day/Shift.

34 (D) Any employee called back to work by the Company after completing his
35 Regular Shift Assignment shall be paid for not less than four (4) hours at the

- 1 Overtime Rate.
- 2 (E) When an employee is off work due to Illness, On the Job Injury, Union Business,
3 Leave of Absence, Jury Duty, Bereavement Leave, suspension, etc. he will not be
4 considered for Overtime, and shall not be charged for Overtime, until he has again
5 reported for work and completed his first Regular Shift Assignment.
- 6 (F) After an employee has been released from an Overtime Assignment the Company
7 will not recall him for Overtime until he has been off work for seven and one-
8 half (7 ½) hours.
- 9 (G) An employee shall not be considered for Overtime the day preceding his Paid
10 Vacation Time and shall not be considered for Overtime until completing his
11 first Regular Shift Assignment following his Paid Vacation Time.
- 12 (H) It is agreed that the Company will keep and maintain the Overtime Records and
13 Overtime Lists.
- 14 (I) The Company will be responsible to ensure that the employees are called and
15 scheduled for Overtime.
- 16 (J) The Company shall make a reasonable effort to give advanced notice of all
17 Overtime.
- 18 (K) Employees required (“Required Overtime”) to work sixteen (16) hours or more
19 including their Regular Shift Assignment will be given a Rest Period of at least
20 eight (8) hours before being required to report to work again. In the event that
21 this Rest Period extends into a Regular Shift Assignment, the employee will be
22 paid for such time lost at his Regular Rate of Pay. In the event his Rest Period
23 extends into his Regular Shift Assignment, which is a Paid Holiday, the
24 employee will be paid for such time lost at his Holiday Rate of Pay provided he
25 reports to work after receiving the required Rest Period. Nothing herein shall
26 require the Company to utilize a low employee for Overtime when he would not
27 have the proper rest as provided in the Agreement. When an employee who has
28 been on Required Overtime is required to work with less than (8) hours rest, and
29 Article 7, Paragraph (C) 1, and 3 are adhered to, and the employee will be paid at
30 the rate of time and one-half (1 ½) for those hours needed to make up the eight
31 (8) hour Rest Period.
- 32 (L) If an employee who feels he has been By-Passed for Overtime, he must file a
33 Grievance with the Union, and then if the grievance is found to have merit, the
34 Company will make arrangements for that employee who was By-Passed for

1 Overtime to work an Open Shift or as an Additional Coverage Shift, on as
2 close as possible to the same Shift as the original Overtime and as close as
3 possible to the same day of the week as the original Overtime.

4 **Article 8**

5 **Holidays**

6 (A) The following Holidays are recognized in this Agreement as Paid Holidays, and
7 only employees actually scheduled and/or who actually work the Holiday will be
8 eligible to receive Holiday Pay. Those Paid Holidays are as follow:

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10	New Year's Day	Labor Day
11	Independence Day	Memorial Day
12	Thanksgiving Day	Martin Luther King
13	Christmas Day	

14 (B) Only employees who work on any of the above Holidays, shall receive Holiday
15 Pay, and shall receive the Holiday Pay Rate of, Double Time (Two Times his
16 Regular Rate of Pay) for all hours worked on that Holiday.

17 (C) Each January employees with ten (10) full years or more of Accredited Service
18 shall be entitled to two (2) Personal Days each calendar year, and employees
19 with five (5) full years or more of Accredited Service shall be entitled to one (1)
20 Personal Day each calendar year.

21 a. All employees hired prior to DOR will receive one personal day effective
22 January 1, 2020 in addition to the existing personal days as outlined in
23 Article 8 C
24

25 (D) The Company must be informed of the employee's intent to use such Personal
26 Days, at least seven days in advance of their use, and may not be taken without
27 prior Company approval.
28

1 **Article 9**

2 **Vacation**

3 (A) On and after January 1st of each year, all Full Time Employees shall accrue,
4 Paid Vacation Time on the following basis:

- 5 1. Employees who have completed one (1) full year of service will receive one (1)
6 week of Paid Vacation Time.
- 7 2. Employees who have completed two (2) full years of service will receive two
8 (2) weeks of Paid Vacation Time.
- 9 3. Employees who have completed five (5) full years of service will receive three
10 (3) weeks of Paid Vacation Time.
- 11 4. Employees who have completed ten (10) full years of service will receive four
12 (4) weeks of Paid Vacation Time.

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14 Employees who have completed less than one full (1) year of service as of
15 January 1st, will receive Paid Vacation Time as follows:

<u>Years of Accredited Service:</u>	<u>Paid Vacation Time:</u>
1 to 3 Full Months	0 Vacation Days
4 to 5 Full Months	1 Vacation Days
6 to 7 Full Months	2 Vacation Days
8 to 9 Full Months	3 Vacation Days
10 to 11 Full Months	4 Vacation Days

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24 (B) At the time of the Vacation Bid, only one (1) employee in each Job Classification
25 will be allowed to bid Paid Vacation Time off in a given Vacation Week unless
26 approved by the Company. Employees may, during the course of the year, submit a
27 request for a Vacation Week already occupied. If sufficient Manpower is available, the
28 Company will not unduly deny the request.

- 29 1. Employees with ten (10) full years of Accredited Service will be
30 permitted to split one Vacation Week (5-days) of Paid Vacation
31 Time into separate Paid Vacation Days on the following basis: At
32 the time of the Vacation Bid, the employee must also indicate that
33 he wishes to take five (5) days of his Paid Vacation Time
34 entitlement and convert them into Paid Vacation Days. Paid
35 Vacation Days selected May Not fall on any Holiday listed in this

1 Agreement.

- 2 2. These five (5) Paid Vacation Days may be taken singularly or up
3 to three (3) consecutive days.
- 4 3. An employee may, with the Company's approval, take a Paid
5 Vacation Day, provided he gives five (5) calendar days advance
6 notice. The Company shall answer, in writing, the request within
7 forty-eight (48) hours of receipt of that request at the Main Office.
- 8 4. The employee must have made all of his Paid Vacation Day
9 choices by August 1st of the Vacation Year. If the employee has
10 not made his selection(s) by August 1st, the Company will assign
11 dates to him in the period August 1st through December 31st.

- 12
13 (C) Paid Vacation Time taken by the Vacation Week shall begin on the Monday of
14 the Vacation Week selected on the Vacation Bid.
- 15 (D) In the first Pay Period of December of each year, the Company will post the
16 Vacation Bid showing the Vacation Weeks available for the coming year.
17 Vacation preference will be awarded in accordance with an employee's Seniority
18 and Job Classification. The Vacation Bid for the upcoming year will be posted no
19 later than December 15th each year. After the Vacation Bid is posted, the
20 employees will be able to bid on any open Vacation Week(s) available during
21 their Assigned Bid Time posted with Vacation Bid.
- 22 (E) If the employee fails to bid his Paid Vacation Time at his Assigned Bid Time, he
23 will be bypassed. If the employee fails to bid his Paid Vacation Time before the
24 end of the Vacation Bid, the Company will assign that employee Paid Vacation
25 Time.
- 26 (F) Paid Vacation Time pay will include Shift Differential if the employee would be
27 normally entitled to Shift Differential during the period his Paid Vacation Time.
- 28 (G) Paid Vacation Time pay will be taxed separately when Paid Vacation Time pay is
29 paid a week in advance of the employee's bid Paid Vacation Time.
- 30 (H) An employee who's Paid Vacation Time entitlement is two (2) Vacation Weeks
31 may, at the employee's option, Sell-Back Paid Vacation Time to the Company at
32 his Regular Rate of Pay, all his Paid Vacation Time in excess of one
33 (1) Vacation Week. If an employee decides to Sell-Back Paid Vacation Time in
34 lieu of taking Paid Vacation Time off, he must inform the Company of that

1 decision at the time of the Vacation Bid.

2
3 **Article 10**
4 **Seniority**

5 (A) New Employees shall be considered on Probation for a Probation Period of ninety
6 (90) working days of Accredited Service with the Company. Accredited Service
7 with the Company, for determining the New Employee's Probation Period shall
8 be defined as; length of active service performed (actual days worked) by the
9 New Employee. This Accredited Service starts on the New
10 Employee's Date of Hire (first day of work), and ends after actually working
11 ninety (90) days. Under this Agreement, Company Seniority shall be defined as
12 length of continuous service performed for the Company by an employee in any
13 Job Classification. Accredited Service with the Company, for determining
14 Company Seniority shall be defined as active service on the Company's payroll in
15 any capacity and in any Job Classification beginning on the employee's Date of
16 Hire.

17 (B) Classification Seniority shall be defined as length of continuous service
18 performed (worked) by an employee in a given Job Classification. Accredited
19 Service with the Company, for determining Classification Seniority shall be
20 defined as; active service on the Company's payroll by an employee in a given Job
21 Classification. These Classifications will be defined as follows:

- 22 1. Maintenance Classification – All Lead Mechanics and Mechanics
23 2. Operators Classification – All Operators Personnel
24 3. Lead Operator Classification – All Lead Operators

25 SEE LOA ON CLASSIFICATIONS

26 (C) When a vacancy occurs in a specific Job Classification, and no one within that
27 same Job Classification bids on the vacancy, then the most Senior Qualified
28 employee from any Job Classification who bids the vacancy will be awarded that
29 vacancy. The successful bidder shall be given a thirty (30) day Probation Period.
30 Once successfully completing the Probation Period in his new Job Classification,
31 the successful bidder will begin accumulating Classification Seniority in his new
32 Job Classification effective back to the start of his Probation Period.
33 Classification Seniority will be used to determine the Shift Bid order in that given
34 Job Classification. Company Seniority will be used to determine Vacation Bid

1 order in all Job Classifications.

2 (D) Employees in a Lead Position will be considered in the same Job Classification
3 as the personnel they are directing. *(Example: A Lead Operator will be in the*
4 *Operator Classification; a Lead Mechanic will be in the Maintenance*
5 *Classification.)*

6 1. An employee holding a Lead Position at the time of a Shift Bid
7 cannot be bumped from his Lead Position during the Shift Bid.
8 *(Example: An Operator with more Seniority than a Lead Operator*
9 *cannot bump the Lead Operator during the Shift Bid)*

10 2. When a vacancy becomes available for a Lead Position, Lead
11 Men may bid the open Lead Position first, if no Lead Men bid,
12 then Full Time Operator may bid on the open Lead Position. If
13 no Lead or Operator bids the open Lead Position the Company,
14 based on qualifications set forth by the Company, shall assign an
15 employee to the open Lead Position. After the employee awarded
16 the open Lead Position has completed his Probation Period in the
17 Lead Position, he will then be eligible to bid on any Lead
18 Position during the next Shift Bid according to his Company
19 Seniority, provided such Shift Bid has not already been posted.
20 In such an event, he shall be eligible to bid the any Lead Position
21 the next Shift Bid.

22 (E) If a Reduction in Force is necessary, the least Senior Qualified employee in the
23 Job Classification affected shall have the option of being Laid-off or displacing
24 the least Senior Qualified Employee in a former or lower Job Classification in
25 which he has qualified.

26 (F) Employees Laid-off due to a Reduction in Force shall retain Recall Rights for a
27 period of twelve (12) months.

28 (G) Recalls after a Reduction in Force shall be on a Seniority basis. Credit shall be
29 given for an employee's length of Accredited Service prior to the Reduction in
30 Force in determining the Regular Rate of Pay applicable when the employee is re-
31 employed in the same or another Job Classification. The Company shall send a
32 Notice of Recall by registered mail to the last address on file, and if the employee
33 fails to report to work within seven (7) calendar days after the mailing of a Notice
34 of Recall, he shall lose all Seniority Rights. The Union shall receive a copy of

- 1 each Notice of Recall.
- 2 (H) A vacant Lead Position (non-lead personnel bidding into an open Lead Position
3 at Shift Bid) shall be filled by the Senior Most Qualified bidder from within that
4 Job Classification and he will have a thirty (30) day Probation Period to qualify.
5 If there are no bidders, the Company may assign the most Junior Most Qualified
6 Employee from within that Job Classification.
- 7 (I) Seniority shall only govern choice of Shifts, Days off and Vacations within each
8 Job Classification of employees.
- 9 (J) A Seniority List giving the name, Date of Hire, and Job Classification shall be
10 furnished the Union one (1) month after the signing of the Agreement and
11 quarterly thereafter.
- 12 (K) An employee who is Terminated for Cause, or who Resigns from the service of the
13 Company shall lose all Seniority Rights.
- 14 (L) If a dispute arises between employees having the same Date of Hire, Seniority
15 shall be established alphabetically between the last names of the concerned
16 employees (A through Z), "A" being the most senior.
- 17 (M) An hourly employee promoted to a Supervisor Position who remains in the
18 position for less than one hundred twenty (120) continuous calendar days, shall
19 continue to retain and accrue Seniority under this Agreement. If at the end of that
20 period he remains in the Supervisory Position, he shall forfeit all Seniority rights
21 under this Agreement.

22
23 **Article 11**
24 **Leave of Absence**

- 25 (A) The Company agrees to abide by the Family and Medical Leave Act (FLMA), as
26 it may be amended from time to time, for all eligible employees covered by this
27 Agreement. All Family and Medical Leave Act (FLMA) leave will be unpaid
28 leave.
- 29 (B) Upon approval by the Company, a Leave of Absence of up to twelve (12) weeks
30 during any rolling twelve (12) month period may be granted an employee. During
31 a Leave of Absence, the employee's Seniority shall accumulate.
- 32 (C) If any such Leave of Absence is extended by the Company it must be approved
33 by the Union, and the employee will accrue and retain Seniority. An employee
34 accepting gainful employment while on Leave of Absence, except as specifically

1 approved in writing by the Company, automatically terminates his employment
2 with the Company.

- 3 (D) Employees who have a bona fide, verifiable reason that may require time off,
4 may be granted an appropriate Leave of Absence by the Company. An
5 Employee's Seniority will continue to accrue during a Leave of Absence.
6 However, in no event will Seniority accrue to more than one (1) year.
- 7 (E) An employee not returning from a Leave of Absence within one (1) year
8 automatically terminates his employment with the Company, with the exception
9 of FLMA and Military Leave. Seniority will be retained when a Leave of
10 Absence exceeds one (1) year for Military Leave.
- 11 (F) All leaves shall run concurrently, and all leaves shall run in a rolling twelve
12 (12) month period.

13
14 **Article 12**
15 **Military Leave – Retention of Seniority**

- 16 (A) The re-employment and Seniority status of any employee hereunder, who while in
17 the active service of the Company entered into the Armed Services of the United
18 States shall be governed by the provisions of the Selective Service and Training
19 Act of 1948, as amended, or other applicable law.
- 20 (B) Employees on Leave of Absence, on Reserve or National Guard Annual Training
21 Period shall accrue Seniority and length of Accredited Service credit for pay
22 purposes for time spent on such leave.

23
24 **Article 13**
25 **Termination of Employment**

26 Employees covered by this Agreement shall give the Company two (2) weeks' notice of
27 resignation in writing.

28
29 **Article 14**
30 **Work Clothes and Tools**

- 31 (A) All employees will be required to wear Only Company Issued Uniforms while
32 on duty. The Company will furnish each employee with Company approved
33 uniforms. The Company Uniform Issue will consist of:
- 34 *I.* Company Shirts – Shirts must be worn correctly with buttons
35 neatly buttoned, and shirttails must be tucked in at all times.

2. Company Pants – Pants must be worn correctly on the waist and a belt is required.
3. Company Caps – Caps must be worn with the bill straight and forward, not to either side or the backwards. Caps must be Company issue; no other caps will be worn while on duty.

- (B) The maintenance and laundering of Company Uniforms shall be the responsibility of the Company. Employees who fail to report to work in a clean Company Uniform and/or fail to maintain a professional appearance while on duty will face Disciplinary Action up to and including Termination.
- (C) Damage to Company Uniforms that is Unrelated to Work (the cutting off of shirtsleeves, pant legs, etc.) is strictly prohibited. The full cost of repair or replacement of Company Uniform items suffering such damage will be the employees to bear.
- (D) Upon Termination from the Company, the employee will return all Company Uniforms issued by the Company immediately. The employee will reimburse the Company at the time of Termination for any Company Uniforms lost or damaged. All other Company items issued in the last six (6) months, including his heavy jacket, foul weather gear, goggles, hearing protection, and flashlight must be returned to the Company.
- (E) Employees will be issued one (1) pair neoprene gloves on a Monthly basis. Interim replacement may be made on a conditional basis and damaged gloves must be returned to the Company before a replacement pair will be made available.
- (F) Employees covered by this Agreement are required to report to work in neat and clean Company Issued Uniform at all times. Employees are required to wear Only Company Issued Uniforms, including Company Issued Jackets and Caps.
- (G) Employees are required to wear approved work shoes or work boots while on duty. The Company will select and provide approved work shoes or boots to all hourly employees that have successfully completed their probationary period. All employees on probation as of November 1st, and all employees starting their employment after November 1st will be required to purchase a pair of the Company approved work shoes or books as a condition of their employment. Any employee that has received a pair of Company provided work shoes or boots that terminates his employment between November 1st and April 1st will be required to return

1 those boots with his uniform issue at the time of his termination. It is the employee's
2 responsibility to replace worn, damaged, or lost work shoes or boots after November
3 each year.

4 (H) The Company will provide Foul Weather Gear, which will consist of boots,
5 raingear, light jacket, and cap. The Company on a conditional basis will replace
6 this gear. Any damaged gear must be returned to the Company before
7 replacement gear will be made available.

8 (I) Every three (3) years the Company will provide employees with a heavy jacket.
9 The company will provide hearing protection, safety goggles/eye protection, and
10 all replacement parts for same and additional safety equipment as deemed
11 necessary. Replacements will be on a condition basis. The Company will furnish
12 flashlights, batteries and bulbs for employees required to use such flashlights.
13 Replacement will be on a condition basis and any damaged flashlights, batteries
14 and bulbs, must be returned to the Company before a replacement will be made
15 available.

16 (J) The Company shall provide Mechanics with Toolbox Insurance up to the
17 amount of \$5,000 with \$100.00 deductible per claim annually. All Mechanics
18 are required, and they must furnish the Company with an itemized list of the
19 tools to be insured. Insurance levels for each (Mechanics) will reflect the actual
20 tools left at work on a regular basis. The Company reserves the right to compare
21 the Mechanics itemized tools list to his actual tools left at work at any time.

22 (K) Employees are responsible for the maintenance and safekeeping of all Company
23 issued safety items, work articles, and tools. Employees will reimburse the
24 Company for items not returned for replacement on a condition basis. Employees
25 will not be permitted to work unless they are in possession of, and utilizing all
26 necessary and required Company Issued Equipment.

27 **Article 15**

28 **Bulletin Board**

29 The Company will provide a lockable glass covered bulletin board (48" X 36") for use by
30 the Union. All notices placed on such boards shall solely relate to official Union
31 Business and shall have the official signature of the Union.

32 **Article 16**

33 **Equal Treatment**

34 The Company and the Union agree that there shall be no discrimination against any
35

1 present or future employee by reason of race, creed, color, age, disability, national origin,
2 sex, union membership or any other characteristic protected by law, including, but not
3 limited to, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age
4 Discrimination in Employment Act, 42 U.S.C. § 1981, the Family and Medical Leave
5 Act, the Human Rights Law, or any other similar federal, state or municipal statutes,
6 laws, rules or regulations. All claims alleging illegal discrimination under any of the
7 above or similar authorities shall be subject to the Agreement's grievance and arbitration
8 procedure as the final, binding, sole and exclusive remedy for such violations under the
9 terms of the Collective Bargaining Agreement. The Company and the Union further
10 agree that there shall be no discrimination against any present or future employment
11 applicant in hiring or by any referral system or hiring hall because of the applicant's
12 union membership, or lack thereof and that there shall be no discrimination against any
13 employee as a result of engaging in any activity in support of the Union that is not
14 unlawful or in violation of this Agreement. The Company and the Union further agree
15 that all claims shall be arbitrated on an individual basis. Consequently, neither the
16 Company, the Union or the employees covered by this Agreement may submit any
17 individual discrimination claim as a class action, collective action or other representative
18 action for resolution under this Agreement or otherwise. This provision shall apply to
19 allegations arising out of events occurring before and/or after the effective date of this
20 Agreement. Arbitrators shall apply applicable law as it would be applied by the
21 appropriate court in rendering decisions on discrimination claims.

22 **Article 17**

23 **Pay Days**

24 All compensation payable to employees herein shall be paid weekly by direct deposit
25 unless instructed otherwise by the employee at which time the employee will be paid by
26 check.
27

1 **Article 18**
2 **Meal Periods**

- 3 (A) Employees will be afforded a thirty (30) minute meal period.
4 (B) Meal Periods shall be provided not earlier than two (2) hours after
5 commencement of a Regular Shift Assignment and not later than six (6) hours
6 after commencement of a Regular Shift Assignment.

7
8 **Article 19**
9 **No Strike – No Lockout**

10 As this Agreement provides for the amicable adjustment of any and all disputes and
11 grievances, the Company agrees not to Lockout any employee or group of employees
12 while this Agreement is in effect, and the Union and employees agree that it will not
13 cause or call any Strike, Sit-Down, Sickout, Stay-In or Slowdown.

14
15 **Article 20**
16 **Management Clause**

17 The management of the Company and the direction of its employees, including the
18 establishment of working conditions, the hiring, promoting, demoting, and rehiring of
19 employees, the suspending, discharging or otherwise disciplining of employees and the
20 reduction or increase in working forces are the exclusive functions of management, to the
21 extent that any of such matters are not otherwise covered or provided for in this
22 Agreement; and provided that in the exercise of such functions, the management shall not
23 violate any provision of this Agreement or discriminate against any employee because of
24 his membership in, or lawful activity on behalf of the Union.

25 **Article 21**
26 **Absence from Work**

- 27 (A) Employees hereunder shall not be unreasonably or excessively Absent from
28 Work. It is the responsibility of the employee Absent from Work, to report any
29 Absence and the reason, to the Company (a Company Supervisor or Manpower
30 Control) at least two (2) hours prior to the start time of his Regular Shift
31 Assignment. Such notice will not be considered if the employee does not comply
32 with the two (2) hour call in prior to his Regular Shift Assignment's start time. It
33 is also the employee's responsibility to keep the Company (a Company
34 Supervisor or Manpower Control) advised daily, or at a regular interval agreed to
35 by the employee's Department Manager as to the status related to the Absence.

- 1 (B) The employee must submit written statements of these circumstances to the
2 Company immediately upon their return to employment if requested by the
3 Company.
- 4 (C) In Absent from Work cases of three (3) continuous Workdays or more, the
5 employee must provide the Company a written excuse from a medical doctor or
6 qualified professional immediately upon returning to work. An excuse from a
7 medical doctor or qualified professional does not strike the Absence from Work
8 from the employee’s Attendance Record, and it will be considered an Attendance
9 Incident.
- 10 (D) Employees Absent from Work without notifying the Company two (2) hours
11 prior to their Regular Shift Assignment’s start time, known as “No Call No
12 Show”, will forfeit his right to work that day and will face Disciplinary Action in
13 accordance with the company’s Progressive Disciplinary Policy. Employees who
14 have a “No Call No Show” may not return to work until they have had a hearing
15 with Management.
- 16 (E) Effective August 1, 2011, employees can accrue eight (8) of Sick Time for every
17 one (1) full month of service without an Incident of Absent from Work or
18 Tardiness in that same one (1) month period. Employees can accrue up to sixty
19 (60) days or four hundred eighty (480) hours of Sick Time. Any days earned
20 after the accrual of sixty (60) days or four hundred eighty (480) hours of Sick
21 Time will be paid to that employee at his Regular Rate of Pay.
- 22 (F) Effective DOR, employees with accrued sick may sell those accrued hours back
23 to the Company at their Regular Rate of Pay.

24
25 **Article 22**
26 **General**

- 27 (A) Any employee hereunder who is assigned by the Company to perform the duties
28 and accepts the responsibility of a higher Job Classification shall be paid not less
29 than the lowest Regular Rate of Pay for said highest Job Classification for time so
30 worked with a minimum of one (1) hour.
- 31 (B) The Company agrees to furnish each employee covered by this Agreement with
32 a copy of this Agreement.
- 33 (C) Employees shall not receive scheduled break periods, but they shall be allowed
34 coffee and eating privileges in the Ready Room between assignments.

1 (D) Any pertinent rule changes required by the airlines or by the Company will not be
2 held valid until they are posted on all Company Bulletin Boards and a copy
3 furnished to the Chief Shop Steward and/or the General Chairman.

4 (E) The Company shall not enter into any agreement with any employee covered by
5 this Agreement, the terms of which conflict with the terms of the Agreement.

6 (F) In the event a Lead is Absent from Work (Days-off, Vacation, Sick Leave, etc.),
7 the vacancy shall be filled by the Seniority Qualified employee on the crew with
8 the Company's approval. Any other Lead vacancy will be covered in the same
9 manner when two (2) or more employees on Regularly Shift Assignment are on
10 duty.

11 (G) Supervisors shall not perform work normally assigned to employees cover under
12 this Agreement except for required training and emergency situations.

13 (H) The Company shall have the right to conduct Post-Accident Drug and Alcohol
14 Testing. Employees cover under this Agreement that refuse or fail a Post-
15 Accident Drug and Alcohol testing are subject to immediate Termination.

16 (I) The Company shall have the right to conduct Drug and Alcohol
17 Testing based on reasonable suspicion and just cause. Employees
18 covered under this Agreement that refuse or fail a reasonable
19 suspicion/just cause Drug and Alcohol testing are subject to
20 immediate Termination.

21 **Article 23**

22 **Bereavement**

23 (A) Employees will be given a Bereavement Leave of three (3) consecutive Days-
24 off with pay in case of the death in the employee's immediate family member
25 including Parent, Legal Spouse, Child, Brother, Sister, Grandparent, Parent-In-
26 Law, Legal Stepparents, or Stepchildren.

27 (B) Additional time off without pay up to a maximum of four (4) consecutive Days
28 off may be granted by the Company when necessary, with respect to handling
29 family affairs and arrangements.

30 (C) Employees are required to provide the Company with documentation verifying
31 the relative's death for Bereavement Leave to be authorized.

32 **Article 24**
33 **Jury Duty**

1 An employee who is called for Jury Service will be excused from work for the days on
2 which he is required to serve and will receive for each day of Jury Service on which he
3 would have been regularly scheduled to work the difference between their Regular Rate
4 Pay and the actual payment received for Jury Service. Employees must present proof of
5 Jury Service and amount of pay received, therefore.

6
7 **Article 25**
8 **Hospitalization and Insurance**

9 The Company shall provide the Medical Benefits and Life Insurance as set forth in the
10 Annual Open Enrollment Booklet published each year, per the Company bene
11
12

Employee Only		Employee + 1		Family	
	20%		20%		20%

13 Starting with the open enrolment for January 2025, any employee who elects not to take
14 medical insurance coverage offered by the Company will receive forty dollars (\$40.00)
15 per week for waiving Employee Only Coverage, fifty dollars (\$50.00) per week for
16 waiving Employee Plus One Coverage, or sixty dollars (\$60.00) per week for waiving
17 Family Coverage. The Menzies Corporate Human Resource Department must verify the
18 coverage reimbursement level and the employee must complete an Opt-Out Form and
19 provide proof of coverage. The first weekly payment begins in the month of January
20 2025. All present employees from Allied will be able to opt out of benefits during the
21 first 30 days of employment with Menzies Aviation and the first weekly payments will
22 begin the pay period following the receipt of the completed Opt-Out Form and proof of
23 coverage. Employees who elect this option will not be eligible for coverage again until
24 the next open enrollment period.

25 The company and the union agree to proceed in good faith concerning the employee's
26 medical care coverage. The union has the option to propose a new plan for the
27 employees, and the company will meet in good faith to negotiate. Upon Union request,
28 the company will seek additional medical plans to best benefit the company and the
29 employees. The union must make the request and assist in the gathering of information
30 such as census data as much as reasonably possible, so the company has adequate time to
31 get pricing on options. The company will share the gathered info with the Union and
32 meet in good faith to see if a plan or plans are available to better suit both the company
33 and the union. If a better medical package is identified, then both parties will negotiate in

1 good faith in efforts to implement the plan for the following year. All switchovers to a
2 company plan must occur during the company's open enrollment period to line up with
3 January 1st of the following year.

4
5 **Article 26**
6 **Compliance and Enforcement**

7 Any decisions and/or agreements relating to the interpretation of applicability of this
8 Agreement that are mutually agreed upon in writing by the Company and by the General
9 Chairman, shall be binding on every individual employee claiming or entitled to the
10 benefits within this Agreement.

- 11 (A) The Company may Terminate or Discipline any employee for incompetence,
12 disobedience, dishonesty, disorderly conduct, negligence, absenteeism, or cause.
13 The Company will furnish the employee concerned, and the Union, with a copy
14 of all complaints or commendations, which may be placed in the Employee's
15 Personnel File.
- 16 (B) An employee who is Suspended or otherwise Disciplined, shall at his/her request,
17 have the opportunity to be heard by the General Manager, and at the employee's
18 request, a Union Representative will be present. During the New Employee(s)
19 Probation Period, a New Employee may be Terminated or Disciplined at the
20 Company's option without recourse.
- 21 (C) No Letter of Discipline will be placed in an Employee's Personnel File without
22 the signed acknowledgement of that employee. At the end of eighteen (18)
23 months all "Letters" (including Coaching and Counseling) will expire.
- 24 (D) No employee who has completed his Probation Period will be disciplined to the
25 extent of loss of pay or Termination without being advised in writing of the
26 charge, or charges, preferred against him leading to such action. Such notice shall
27 be presented to the employee not later than ten (10) days from the time the
28 Company has knowledge of the incident upon which such charge or charges are
29 based. This ten (10) day notice does not apply to Absenteeism or Tardiness.
- 30 (E) The Union may select and designate Shop Stewards that are on duty or
31 immediately available for the purpose of representing the employees covered
32 under the terms of this Agreement.
- 33 (F) During the Probation Period, an employee may be Terminated or Disciplined
34 at the Company's option without recourse to the Grievance Procedure.
- 35 (G) Any employee who has a Grievance, complaint, or feels that he has been unjustly

1 dealt with, may in seven (7) business days submit his Grievance through the
2 Shop Steward using the electronic GMP (grievance manager program) or in writing to
3 the Company's Department Manager. Who shall thereupon either hear the same
4 or designate a representative to hear the same within seven (7) business days after
5 receipt by the Company of such submission ~~in writing~~, and a Hearing shall be held,
6 notice of which shall be given to the employee involved and to the Union. Additional
7 time can be requested and extended by mutual agreement by both parties.

8 (H) If the Union is not satisfied with the disposition of such Union complaint, it may
9 be appealed by the Union to the General Manager in Houston. The Company
10 shall answer such Grievances within seven (7) business days or a mutually
11 agreed upon period of time, after receipt at the Main Office.

12 (I) If the Union is not satisfied with the disposition of such Grievance or complaint
13 made as provided in paragraph (G) above, or in case there is any dispute between
14 the parties hereto arising out of this Agreement or contract, it will be appealed to
15 the Director of Human Resources or his designate. If the Union is not satisfied
16 with the disposition of such Grievance or complaint made as provided in
17 paragraph (G) above, or in case there is any dispute between the parties hereto
18 arising out of this Agreement or contract, then in any such case, at the written
19 request of the party hereto desiring arbitration as herein provided, given to the
20 other party hereto within thirty (30) days or a mutually agreed upon period of
21 time, after such disposition of such Grievance or complaint as provided in
22 paragraph (G) above, the matter shall be submitted for decision to an arbitrator
23 designated by the Federal Conciliation and Mediation Service. The decision of
24 said Arbitrator shall be final and binding upon both Company and the Union.
25 The expense of the arbitrator shall be borne equally by the Union and the
26 Company.

1 **Article 27**
2 **Union Check-Off**

3 The Company shall deduct Union Dues from the employees on proper authorization
4 provided by the employee and shall forward such monies to the IAM District 142. The
5 Company will provide District 142 with a dues report to include employee name,
6 employee number, address, and phone number monthly.

7
8 **Article 28**
9 **Safety**

- 10 (A) The Company agrees to provide a safe working environment for its employees. A
11 Joint Safety Committee shall be established comprised of at least two (2)
12 representatives selected by the Union, and at least one representative of the
13 Company. It shall be the duty of this Joint Safety Committee to investigate all
14 incidents of hazardous working conditions and unsafe acts. The Joint Safety
15 Committee shall meet once a month and shall keep a record of its meetings, the
16 claims submitted, recommend corrective actions, and the corrective actions.
- 17 (B) The Chief Shop Steward may appeal against any decision of the Joint
18 Safety Committee to the General Manager.
- 19 (C) If the Chief Shop Steward is unsatisfied at this step, the General Chairman may
20 appeal the Joint Safety Committees decision in writing to the Director of Human
21 Resources. If the Union is not satisfied at this step, the matter shall be submitted
22 to Arbitration. Reasonable time off will be allowed to Joint Safety Committee
23 Members to attend Joint Safety Committee meetings, provided such time off does
24 not interfere with the Company's operation. The Company shall make every
25 effort to reschedule meetings to ensure that Joint Safety Committee Members or
26 their alternates are available to attend. Whenever possible such meetings will be
27 held the same week of each month.
- 28 (D) The policy of Menzies Aviation is to provide employees who are
29 temporarily restricted from performing some or all their regular job due to a
30 work-related injury, an opportunity to return to the workplace and contribute
31 whenever practicable.

32 The Company is required to provide a safe workplace and has the right and
33 reserves the right to conduct a physical capacity evaluation (PCE) examination on
34 all employees who are returning to work from work related injury resulting in a

1 loss of time injury.

2 The Company agrees to provide prompt notice to doctors related to both the completion
3 on the ability to work in a Transitional Work Program and in the requirement of the PCE
4 testing prior to returning to work.

5
6 **Article 29**
7 **Training Program**

8 If the Company puts new equipment into service, employees affected shall be given every
9 opportunity to become familiar with the new equipment without change of Job
10 Classification or Regular Rate of Pay. For the purpose of training, employees shall be
11 selected based on minimum interruption of the operation. If training class times require
12 such, an employee's Regular Shift Assignment hours on the class date(s) may be changed
13 to accommodate training. The Company will explore the possibility of employee training
14 where possible to minimize third party work. Employees scheduled for training on their
15 Day off will be paid time and one-half (1 ½) of their Regular Rate of Pay.

16 **Article 30**
17 **401k Plan**

18 Employees with ninety (90) days consecutive employment will be eligible to enroll in the
19 Company 401K Plan. For those employees enrolled in the Company 401K plan and
20 making contributions, the Company will match 100% of the first 3% and 50% of the next
21 2%, meaning a maximum of 4% when the employee contributes 5%. The Company will
22 make the necessary arrangements to provide this Plan, as soon as possible after the Date
23 of Ratification (DOR).

24 The employee can choose from a long list of investment choices including mutual funds
25 and target funds.

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Article 31

Duration of Agreement

Except as otherwise specifically provided herein, the Agreement shall become effective DOR and shall remain in full force and in effect until February 01, 2026, and shall renew itself without change from year to year thereafter unless written notice of intended change is provided by either party hereto at least sixty (60) days prior to such date.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

d/b/a/Menzies Aviation



Todd Kilgor
SVP Finance Americas

International Association of Machinist
and Aerospace Workers, AFL-CIO



John M Coveny Jr
District Lodge 142
President -Directing General Chair

1 **LOA 1 Classification Preservation**

2 d/b/a Menzies Aviation /IAM – Representing former Allied Employees

3 **March 1, 2024**, Between d/b/a Menzies Aviation And International Association of Machinists and Aerospace
4 Workers District Lodge 142, AFL-CIO Representing the

5 1) Paint & Body Classification

6 2) Fueling Classification,

7 3) Ticket Clerk Classification

8 This Letter of Agreement (LOA) is made and entered into by and between d/b/a Menzies Aviation (the
9 “Company”) and District Lodge 142 of the International Association of Machinists and Aerospace Workers,
10 AFL-CIO, (the “Union) representing the above classification employee groups.

11 The Company and the Union hereby agree to the following provisions contained in this LOA.

12 **WHEREAS** d/b/a Menzies Aviation acquired the Allied contract in IAH, and.

13 **WHEREAS** Menzies recognized the IAM as the bargaining unit, and.

14 **WHEREAS** not all groups were acquired, and.

15 **WHEREAS**, if d/b/a Menzies Aviation enters back into into-plane fueling.


16 NOW THEREFORE, the Company and Union agree as follows:

17 1. The Company agrees to open discussions on recognizing the classifications stated above as coming under
18 the current Allied/IAM IAH agreement.

19 2. The scope of any such negotiations occurring as the result of re-entering the above classification shall be
20 based off current language contained in the current Allied/IAM CBA. as of the date of signing of this LOA.

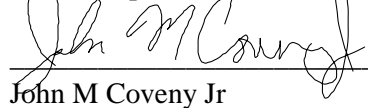
21 d/b/a Menzies Aviation /IAM – Representing the above classifications Effective (Date) Agreed to **this 1st day**
22 **of March 2024** by

23 d/b/a/Menzies Aviation

24 
25
26 _____

27 Randall Davies
28 SVP Fuel Americas
29

International Association of Machinist
and Aerospace Workers, AFL-CIO

30 

John M Coveny Jr
District Lodge 142
President -Directing General Chair