

# AMFA SCOPE

## HOW DOES THE AMFA SCOPE MEASURE UP?

### IT ALLOWS THE COMPANY TO:

- OPERATE WITH A LOW 4:1 AIRCRAFT TO MECHANIC RATIO!
- SEND ALL HEAVY CHECK/MODIFICATIONS TO A VENDOR!
- STAFF ONLY 22% OF U.S. STATIONS WITH AMFA MECHANICS!
- VENDOR OUT 78% OF 737 U.S. STATIONS!

### HERE IS THE REASON WHY...

The Company agrees that all work normally performed by the employees covered by with Agreement in its Maintenance Shops, Airport Stations, or other facilities is recognized as coming within the jurisdiction of the AMFA and is covered by this Agreement. (The parties agree that the company may)



The only sentence in the most important article in any Agreement. Scope Language defines the work that belongs to the Union. "A SINGLE SENTENCE that does not truly describe your work"...

1) Continue to contract out work heretofore customarily farmed out;



- Major Impact why only a 4:1 Mechanic to ACFT Ratio.
- Major Impact why only approx 22% of U.S. Line Stations are AMFA manned.
- Handcuffs the Mechanic workforce from expanding as the Company expands.
- Allows Company to Vendor out all Heavy Checks/Major Modifications and In-House Component repair work. (Hundreds of A&P AMFA jobs lost)
- Allows Company to Vendor out current approx 78% of the U.S. Line Stations where 737 flights operate (Including Hawaii and future stations. This can grow)

2) Return equipment, parts, or assemblies to the manufacturers or to a manufacturer-approved repair station for repair or replacement

3) Purchase necessary parts, equipment or facilities including but not limited to the installation of fixed equipment and new facilities construction

4) Contract out any work when the Company's facilities, equipment or personnel are not sufficient or available or where employees covered by this agreement do not have the experience and ability to satisfactorily perform the work required or warranty agreements exist

5) Contract out work for which the Company's cost exceeds the vendor charges less material

6) Reserve the right to contract out other work with the approval of the Union.



- Major Impact why only a 4:1 Mechanic to ACFT Ratio.
- Gives the Company the right to Vendor out any and all repairable Components, Parts and Assemblies instead of forcing the Company to repair work In-House creating additional A&P jobs which will grow the A&P workforce.



- Major Impact why only 4:1 Mechanic to ACFT Ratio.
- Major Impact why only approx 22% of U.S. Line Stations are AMFA manned.
- Handcuffs the Mechanic workforce from expanding as the Company expands,
- Allows Company to Vendor out all Heavy Checks/Major Modifications and In-House Component repair work. (Hundreds of A&P AMFA jobs lost)
- Allows Company to Vendor out current approx 78 of U.S. Line Stations where 737 flights operate into (Including Hawaii) future stations. (This % can grow)
- Closed the Oakland Maintenance base in 2004 affecting approx 285 A&P Mechanics.



- Recently agreed to allow Company to Vendor out the Towing of ACFT (Except the brake riding and movement of ACFT into/out of the Hanger area.)

# IAM SCOPE

## HOW DOES THE IAM SCOPE MEASURE UP? IT REQUIRES THE COMPANY TO:

- MAINTAIN A HEALTHY MECHANIC TO ACFT RATIO (CURRENTLY 10:1)
- ACCOMPLISH LARGE % OF COMPONENT AND PARTS REPAIRS IN-HOUSE
- 60% OF HAWAIIAN AIR U.S. STATIONS STAFFED WITH IAM MECHANICS
- ACCOMPLISH HEAVY CHECKS ON ALL NARROW BODY ACFT IN HOUSE
- ACCOMPLISH MINOR AND MAJOR REPAIRS ON ALL ACFT

## HERE IS THE REASON WHY...

The Company agrees that the following described work, wherever performed, is recognized as coming within the jurisdiction of the I.A.M. and is covered by this Agreement: The making and/or assembling, erecting, dismantling and repairing of all machinery, mechanical equipment, engines and motors of all descriptions, including all work involved in dismantling, overhauling, repairing, fabricating, assembling, welding, and erecting all parts of airplanes, airplanes engines (except the overhaul and major repair), radio equipment, electrical systems, heating system, hydraulic system and machine tool work in connection therewith, including all maintenance, minor construction and inspection work in an around all shops, hangars, buildings, and including the servicing, cleaning, and polishing of airplanes and parts thereof, and the servicing, cleaning and handling of all ground equipment used in and about Company shops, maintenance bases, overhaul bases, and line service stations.



- Clearly defined “ SCOPE” Language of what this Agreement covers and what work belongs to the IAM Union. “All dismantling, overhauling, repairing, fabricating, assembling, welding, erecting all parts of airplanes, airplane engines, radio’s electrical, heating, hydraulic systems etc...This language is unquestionably vastly superior to what is in the AMFA agreement..Not even close...

- This language clearly dictates that “if it can be repaired In- House” it will be repaired “In-House”
- Major positive Impact as to why HAL’s Mechanic to ACFT ratio is 10:1.
- Major positive Impact due to the various Back Shop’s that perform repairs on the components. Every back shop has a lengthy list of parts and sub-assemblies of repairs that are accomplished In-House.



It is understood that the Company reserves the right to continue to return to the manufacturer or its authorized agents parts and sub-assemblies for repair of replacement that cannot be repaired on the property due to lack of equipment or because of warranties, or to subcontract due to the lack of equipment or technical skill at a particular location.

Or to subcontract due to the lack of equipment or technical skill at a particular location.



It is the Company’s intent to utilize all its equipment, existing facilities and technical ability to perform the above listed work in its own organization except where a lessee or purchaser of Company equipment leases or purchases said equipment in an “as is” condition and elects to perform his own maintenance and/or modifications.



At any station away from the State of Hawaii the Company may contact out the work necessary to operate and service aircraft. However, should the Company’s operation expand so that there is work to cover eight (8) hours a day for five (5) days in a standard work week at one location, the Company will use employees covered under this Agreement.

When the Company finds it necessary to contract out work not normally contracted out, it will notify the General Chairman of District 142 or his designee. The Company will provide the General Chairman the pertinent information that led to the decision to contract out such work, and at the General Chairperson’s request, the Company and the Union will meet to discuss. Should there be a disagreement on the matter, the issue is subject to the grievance procedure of Article 15 of the agreement.



- This applies only if extenuating circumstances were present such as:
  1. An ACFT part needs machine work and the Mechanist is out on a medical absence
  2. The composite machine is out for calibration or repair when a composite repair is needed ASAP.
- Only 1 “disagreement” on this in 25 years and the Union did prevail in that grievance.

To the extent contracting out is permitted by this agreement, no work shall be contracted out by the Company unless the Company can demonstrate that such contracting out will not result in a layoff of any IAM-represented employee. For purposes of this paragraph, a layoff shall be a layoff from the employee’s current classification, unless the employee is offered a permanent job in a lateral or higher classification.



- Language that would prevent the Company attempting to furlough if the Company needed to contract out work not normally contracted out in extenuating circumstances.
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Company shall not relocate work performed by its employees from the State of Hawaii to a location outside of the State of Hawaii unless the Company can demonstrate that such movement of work will not result in the layoff of any IAM-represented employees. For purposes of this section, a layoff shall be a layoff from the employee’s current classification, unless the employee is offered a permanent job in a lateral or higher classification.



- The Company would hit many roadblocks in trying to accomplish this. The language in the first sentence of Article 2.2 clearly states the Company agrees work “wherever performed” is recognized as the IAM jurisdiction
- Scope language also states “It is the Company's intention to utilize all its equipment, existing facilities and technical ability to perform the listed work in it’s own organization.

## LOA’S / FUTURE GROWTH

### LOA #20

Company and the Union agree that as operations expand and flights increase to North America, the opportunity to establish more positions covered by this agreement on the mainland will arise. The parties, being committed to the following provisions contained in this agreement hereby resolve that the Company and Union will meet during the life of this contract to discuss increases in contract positions as the Air Bus 321 aircraft are brought into the Hawaiian Airlines fleet.

### LOA #25

Union and the Company agree that with the continued growth of operations in North America as well as current and future changing of aircraft fleet types, the Company agrees that at stations in North America where employees covered by this Agreement are currently staffed, as well as any future staffed station, line Maintenance work at those stations will be performed by Mechanics covered under this Agreement. If such work requires specialized skills or equipment the Company will consult with the Union on an agreeable solution. The Company also acknowledges the Union’s desire during these negotiations to secure staffing at current North American stations not currently staffed by employees covered by this Agreement, and future stations in North America. The Company commits to discussion and open dialog with the Union regarding staffing Mechanics at such stations based on maintenance requirements.



- Major Positive Impact: IAM Mechanics staffed at 60% of all U.S. stations serviced by Hawaiian Airlines.
- 150+ new IAM Mechanic positions created and staffed outside the State of Hawaii due to these letters negotiated to ensure the Mechanic workforce grew as the Company grew.
- Theses letters covered all current and future ACFT types...

