



IAM Union District 142

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2025 – 102

IAM/MCGEE AIR SERVICES TENTATIVE AGREEMENT REACHED – SUMMARY OF KEY IMPROVEMENTS

Dear Sisters and Brothers:

The Union Negotiation Committee is proud to announce that we have reached a tentative agreement that reflects the priorities and concerns of our membership. While full details will be provided in the coming days, below is a brief overview of the key gains negotiated:

- **General Wage Increases:** Across-the-board wage increases for all employees.
- **CPI:** Out year increases per existing language in the current CBA but added language that in no case will increase be less than 2%.
- **Ratification Bonus:** Each employee employed on Date of Ratification will receive a bonus based on years of service.
- **Overtime Protections:** Language adding protection around mandatory and voluntary overtime process.
- **Shift Bidding:** Clear and fair shift bidding procedures to improve transparency and scheduling equity.
- **Paid Time Off (PTO):** Increased PTO accruals and Maximum bank, also a more structured PTO bidding process to support better time-off planning.
- **Seniority Improvements:** Enhanced seniority language to ensure fair application in scheduling, bidding, and retention.
- **Meal Break Protections:** Language addressing off-schedule lunches and no-lunch situations to ensure proper compensation and break time.
- **Grievance Procedure:** Improvements to the grievance process to make it more efficient, fair, and responsive.
- **Training and Safety:** Commitments to better training time allowance and opportunities, stronger safety standards in the workplace.
- **Uniforms:** Language added for uniform policies and PPE items.
- **Duration:** Added new language that the parties will begin negotiations 12 months before CBA is amendable.

This agreement reflects months of hard work and the collective voice of our members. We believe it brings meaningful improvements and protection to our workplace. Full contract language and details will be shared soon for your review ahead of the ratification vote.

The committee thanks you for your continued support and valuable interaction throughout this negotiation process. We look forward to speaking directly with you while we complete our ratification station visits.

Sincerely and fraternally,

John M. Coveny, Jr.
President/Directing General Chair

Jason McAdoo,
General Chair

Justin Bates
General Chair

Negotiation Committee:

Marvin McCarter
Chief Steward LAX

Daniel McGuire
Chief Steward SEA

Michael Parker
Chief Steward PDX

Jose Rosales
Chief Steward SJC

JMC/et al/td

cc: R. Johnsen, General Vice-President, Air Transport Territory
E. Fraser, Chief of Staff, Air Transport Territory
J. Carlson, Airline Coordinator, Air Transport Territory
D142 Executive Board

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