

IAM-McGee Air Services

TENTATIVE AGREEMENT HIGHLIGHTS



DURATION

New five (5) year Agreement with a new amendable date of 07/01/30, with both parties opening negotiations 12 months before amendable date.

BASE WAGE RATE INCREASES AND RATIFICATION BONUS

- A minimum 5.6% wage increase at all steps and all locations on date of ratification inclusive of the contractual CPI-U raise.
- Raises on 07/01/26, 07/01/27, 07/01/28, 07/01/29, and 07/01/30, as set forth in Section 3, paragraphs 8a and 8b, with a minimum of 2% plus \$.05.
- A ratification bonus will be paid to all employees who are considered active or on a leave of absence on the date of ratification. Employees are only eligible for the bonus if they are still employed on the date the bonus is issued.
- The payment could range from \$375.00 to \$3,000.00; the amount is calculated based on completed years of service and the number of employees on payroll as of the date of ratification. This payment will be made to employees within sixty (60) days from the date of ratification.

INCREASED PTO ACCRUAL RATE AND MAXIMUM ACCRUAL BANK

- 0-2 years from 120 hours maximum accrual to **160 hours**, with an increased accrual rate of **.0422** per hour for any and all hours worked.
- 2-4 years from 160 hours maximum accrual to **200 hours**, with an increased accrual rate of **.0654** per hour for any and all hours worked.
- 4+ years from 160 hours maximum accrual to **200 hours**, with an increased accrual rate of **.078** per hour for all hours worked.

OVERTIME AND MANDATORY OVERTIME PROTECTIONS

- Voluntary overtime awarded based on seniority.
- Mandatory overtime assigned in inverse order seniority (junior assignment), with a minimum notice of one (1) hour given when practical.

NO LUNCH AND OFF SCHEDULE LUNCH

- Defined period for lunches and improved penalties for no lunch or off schedule lunch.

LEAVES, TRAINING, AND UNIFORMS

- New language addressing bereavement leave and protecting current policy.
- Added protection for uniforms and added new language addressing PPE.
- New language surrounding time for completing training.
- Streamline grievance process, including stricter time limits for both McGee and the IAM.

SENIORITY

- Seniority retention for an employee that either voluntarily or involuntarily leaves a classification for a different classification, they will retain and continue to accrue seniority.
- New language added for PTO block bidding process based on seniority.
- New language added to require a minimum of four (4) work shift bids a year, with a timeline and shifts bid on by seniority.
- Increase transparency on lead qualifications and requiring it to be posted in the bid location.