

McGee Air Services

an *Alaska* company

Agreement

Between

Mcgee Air Services, Inc.

and

**International Association of
Machinists
and Aerospace Workers, AFL-CIO**

Representing

Airport Ground Handling Agents



2025-2030

1 AGREEMENT

2 BETWEEN

3 MCGEE AIR SERVICES, INC.

4 AND THE

5 INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO

6 REPRESENTING

7 AIRPORT GROUND HANDLING AGENTS

8 Section 1- Recognition

9 1. This Agreement is made and entered into in accordance with the provisions of Title II of the
10 Railway Labor Act, as amended, by and between McGee Air Services, Inc. (the "Company") and the
11 International Association of Machinists & Aerospace Workers, AFL-CIO ("IAM" or the "Union") as the
12 representative of the Company's employees performing work of airport ground handling agents and/or
13 passenger service agents, including (but not limited to) employees performing ramp services, gate
14 services, check-in services, aircraft cabin cleaning, wheelchair services, and janitorial services.

15 2. "The "Company" shall mean and be limited to McGee Air Services, Inc., a separate and distinct
16 subsidiary of Alaska Airlines. The Union agrees that it shall not argue that the Company is a single
17 transportation system with Alaska Airlines, Horizon Air, and/or any other certificated air carrier that is a
18 subsidiary of Alaska Air Group, Inc. or any of its subsidiaries.

19 3. "Ground Handling Services Contract" ("GHSC") shall mean a contract between the Company and
20 any air carrier pursuant to which the Company performs ground handling services for the air carrier.

21 4. This Agreement is applicable only to the performance of services by the Company pursuant to a
22 GHSC. If a GHSC is in force at a particular station, then employees represented by the Union shall have
23 the right to perform the ground handling work pursuant to that GHSC and in accordance with the terms
24 and conditions of this Agreement.

25 5. In the event a GHSC is terminated, non-renewed, suspended or ceases to be in force for any other
26 reason for any period of time, the employees covered by this Agreement shall have no rights to continue
27 to perform or be compensated for the ground handling work in connection with that air carrier's flight
28 operations, including, without limitation, situations where the air carrier is Alaska Airlines, Horizon Air or
29 a carrier operating flights pursuant to a code-share, capacity-purchase, marketing or other arrangement

1 with Alaska Air Group, Inc. or its subsidiaries. The vendor or other entity which thereafter performs
2 ground handling services in connection with the air carrier's flight operations shall not be deemed a
3 successor of the Company for any purpose.

4 Section 2 — Classifications & Vacancies

5 1. Employees covered by this agreement will be employed in the job classifications of "Agent" or
6 "Lead Agent." An employee must meet qualifications established, in advance, by the Company in order to
7 be considered for a Lead Agent position, **qualifications shall be posted systemwide. The Company and**
8 **the General Chairs or their Designees will jointly meet and discuss the qualifications set by the**
9 **Company once a year. If the Company changes the qualifications, they will discuss with the General**
10 **Chairs or their Designees before such changes are made.** If the Company determines that two or more
11 employees are equally qualified for a Lead Agent position, the position shall be filled by the most senior
12 of those employees. Employees covered by this Agreement may be cross utilized between job functions,
13 including fleet and passenger service functions.

14 2. New hire employees will be considered as probationary for the first // **one thousand and forty**
15 **hours (1040) worked.** Probationary periods may be extended by mutual agreement of the Company and
16 the Union. Probationary employees may be severed from the Company without cause and without notice
17 at the sole discretion of the Company.

18 **3. If an employee involuntarily leaves a position in a classification and accepts a position in**
19 **another classification, he/she shall retain and continue to accrue seniority in the former**
20 **classification. If an employee voluntarily leaves a position in a classification by accepting a position**
21 **in another classification, he/she shall retain and continue to accrue seniority in the former**
22 **classification.**

23 **4.** Once an employee has completed his or her probationary period, the employee is eligible to bid
24 for a posted Agent vacancy that exists in any other Company station or bid location after the work
25 schedule bidding procedures set forth in Article 5.2. of this Agreement have been fulfilled at that station
26 or bid location. The Company shall post vacant **Lead Agent and** Agent positions for bid by existing
27 employees prior to filling such vacancies by hiring from those not already covered by this Agreement.
28 Bids for such vacancies will be awarded based on Contract seniority.

29 **5.** Subject to the agreement of Alaska Airlines, IAM-represented employees of the Company will be
30 given preferential interviews for vacancies in IAM-represented positions at Alaska Airlines (Fleet and
31 Passenger Service) on a competitive basis before Alaska Airlines fills such vacancies off-the-street.

1 Subject to the agreement of Horizon Air, IAM-represented employees of the Company will be given
2 preferential interviews for vacancies in Fleet and Passenger Service positions at Horizon Air before
3 Horizon Air fills such vacancies off-the-street.

4 **Section 3 — Compensation & Benefits**

5 1. The "base" hourly wage scale for employees covered by this Agreement is as described in
6 Attachment - Base Wage Scale and shall apply as of the Effective Date hereof (as defined in Section **12**
7 below), except for employees who exclusively perform wheelchair services.

8 2. The hourly wage rates for employees who are exclusively assigned to perform wheelchair
9 services shall be \$2.00 an hour less than the hourly wage rates for other employees covered by this
10 Agreement, except when such employees are working in an environment where tips do not occur, are
11 discouraged, or are prohibited, such as by the relevant airport authority or by McGee's customers, in
12 which case the hourly wage rates of such employees shall be the same as those for other employees
13 covered by this Agreement.

14 3. Employees in the Lead Agent classification will receive an additional \$6.00 to their base rate of
15 pay. Employees temporarily upgraded to the Lead Agent position will receive an additional \$6.00 for time
16 worked as a lead.

17 **4. The Union commits to meet with the Company and negotiate on the development of**
18 **appropriate wage scales for new or potential lines of business.**

19 **5.** The Company may, at its discretion, establish an initial wage scale at a particular station that is
20 higher than the base wage scale, after meeting and conferring with the Union. If the Company does
21 establish a higher initial wage scale, each step in the wage scale shall be increased over the base wage
22 scale by the identical amount. For example, if the Company chose to establish an initial wage scale at a
23 station that paid \$14.50 as the starting hourly wage instead of \$12.00, then each subsequent step on the
24 scale would be increased by \$2.50.

25 **6.** The Company may, at its discretion, increase existing wage scales during the term of this
26 Agreement (including during any period during which this Agreement is amendable), either at a particular
27 station(s) or system-wide, after meeting and conferring with the Union.

28 **7.** If the Company establishes a wage scale at a particular station pursuant to subparagraphs 5 or 6
29 above that is higher than the base wage scale, it may not decrease that wage scale without the consent of
30 the Union, which consent shall not be unreasonably withheld. The Company will provide the Union with
31 information supporting the need for the change.

1 **8.** The base wage scale will be subject to increase annually, on the anniversary of the Effective Date
2 of the Agreement, on a per station basis.

3 a. Base Wage rates on Date of Ratification will be increased in accordance with the Base Wage
4 described in Attachment - Base Wage Scale. Which will satisfy and take the place of the yearly
5 base wage scale increase in 2025. //

6 b. For each subsequent anniversary date of the Agreement (including during any period during
7 which this Agreement is amendable), the base wage scale will increase based on the most recent
8 CPI-U applicable to the station in question plus \$0.05 per hour. The increase shall be **a minimum**
9 **of two percent (2%) and** capped at three percent (3%) plus \$0.05 per hour for any given year.

10 **9.** The Company shall endeavor to negotiate a performance bonus into its contracts with customers at
11 each of its stations, to be paid upon the Company's satisfaction of performance metrics established in
12 those contracts, which shall be shared in by all employees at that station.

13 Section 4 — Benefits

14 1. Full-time employees, including employees who meet the criteria for full-time as defined by the
15 Affordable Care Act ("ACA") or other applicable law, will be eligible to elect medical coverage (covered
16 at a minimum as would be provided under an ACA Bronze Plan or equivalent, with co-pays, deductibles,
17 etc. as provided under Company policy).

18 2. The Company will establish a 401(k) for employees covered by this agreement with a Company
19 match of 50% of employee contributions up to a maximum 6% of employee pre-tax contributions.
20 Eligibility to participate in the 401(k) plan is governed by Company policy.

21 3. The Company will provide each employee covered by this agreement a Basic Life Insurance
22 policy of \$50,000 with the premium fully paid for by the Company. Eligibility is governed by Company
23 policy.

24 4. Employees will be eligible for pass privileges on Alaska Airlines and/or Horizon Air, subject to
25 the pass travel policies of those carriers and the Company.

26 5. Subject to the agreement of Alaska Airlines and/or Horizon Air, employees of the Union will be
27 furnished transportation on those carriers for purposes of conducting business relating to the Union's
28 representation of the Company's employees at the same boarding priority as Company management.

29 6. Employees shall be entitled to accrue and use Paid Time Off ("PTO") as follows:

- 1 a. During the first two years of employment, an employee will accrue // .0422 of PTO for any and
 2 all hours worked, with a maximum accrual of // one hundred sixty (160) hours in a calendar year.
 3 b. Beginning in the third year of employment, an employee will accrue // .0654 of PTO for any and
 4 all hours worked, with a maximum accrual of // two hundred (200) hours in a calendar year.
 5 c. Beginning in the fourth year of employment, an employee will accrue // .078 of PTO for any and
 6 all hours worked, with a maximum accrual of // two hundred (200) hours in a calendar year.
 7 d. Employees will start accruing PTO as of their date of hire and may use PTO upon successful
 8 completion of their probationary period, unless state or local law mandates otherwise.
 9 e. PTO that is accrued but unused may be carried over for use in a subsequent year. During the first
 10 two years of employment, an employee's PTO bank may not exceed // one hundred sixty (160)
 11 hours. Thereafter, an employee's PTO bank may not exceed // two hundred (200) hours.
 12 f. An employee who leaves the Company // following the successful completion of probation shall
 13 receive the cash value of his/her accrued but unused PTO. An employee who leaves the Company
 14 // during his/her probationary period shall forfeit any accrued but unused PTO.
 15 g. Employees will be granted block PTO periods based on seniority.

Seniority	Accrual Rate	Max Accrual
0-2	.0422/hour worked	160 hours
2-4	.0654/hour worked	200 hours
4+	.078/hour worked	200 hours

19 **h. All employees will be provided with bereavement leave based on the current policy, effective**
 20 **6-26-25. Where applicable federal, state or local law mandates more beneficial leave, employees**
 21 **will be granted whichever leave is greater in such location. Any specific changes to the**
 22 **bereavement leave policy will be mutually agreed upon by the Company and Union.**

23 **i. The Company and Union agree to discuss/implement a PTO bidding process for all stations**
 24 **no later than sixty (60) days after ratification.**

26 7. The days listed below are considered to be holidays. An employee working on a holiday shall
 27 receive double time (2.0X) for all hours worked. An employee who is scheduled to work on a holiday but
 28 is told by the Company not to work that day shall be paid his/her regularly scheduled hours at straight
 29 time. An employee who is not scheduled to work on a holiday and who does not work that day shall not
 30 receive any pay.

- 1 a. New Year's Day
- 2 b. Memorial Day
- 3 c. July 4th
- 4 d. Labor Day
- 5 e. Thanksgiving Day
- 6 f. Christmas Day
- 7 g. New Year's Eve

8 Section 5 — Hours of Service

- 9 1. The Company shall have the discretion to determine appropriate staffing levels at each station;
10 the number, timing and duration of shifts; whether and to what extent to have Lead Agents; and whether
11 and to what extent to use part-time versus full-time employees. A "full-time" employee for this purpose
12 shall be an employee who works at least 30 hours per week on average.
- 13 2. Employees shall bid on // work shifts and days off on the basis of Contract seniority. New // shift
14 bids, may be created by the Company as needed and will be re-bid in the same manner. There shall be a
15 minimum of four (4) shift bids each calendar year. All // shifts shall contain at least two consecutive
16 days off in a calendar week.
- 17 a. Employees will receive a notice, and the new shift bid will be posted and sent to employee's
18 company email twenty-one (21) days prior to implementation. The shift bid shall not be
19 placed into effect and employees shall not be required to change days off or work shifts
20 without such notice.
- 21 b. All days off, shifts and starting times will be posted and emailed for the employees in the bid
22 location as follows: The notice shall be posted and emailed a minimum of seven (7) calendar
23 days prior to bidding. When bidding is complete the results will be posted and emailed a
24 minimum of seven (7) calendar days prior to the effective date of the new shift bid.
- 25 c. Employees unavailable at their appointed bidding time may bid by proxy or by other means
26 established locally. Employees who report late for bidding, but while the bidding process is
27 ongoing, will be permitted to bid on the remaining available lines at the time they report.
28 Employees who fail to bid will be assigned an available shift after the bid.
- 29 3. Shifts of eight (8) hours or more (including continuous shifts of scheduled work and overtime that
30 exceed eight (8) hours) will include one (1) ten (10) minute rest period in the first half of the shift and one
31 (1) ten (10) minute rest period in the second half of the shift, and a thirty (30) minute unpaid meal period.
32 Eight (8) hour shifts will have an unpaid meal period between the beginning of the 4th and the end

1 **of the 6th hour of the shift, unless otherwise mutually agreed upon. Ten (10) hour shifts will have an**
2 **unpaid meal period between the beginning of the 5th and end of the 7th hour of the shift, unless**
3 **otherwise mutually agreed upon.** Employees required by leadership to give up their // meal **period or**
4 **take an off-schedule meal period, even if mutually agreed,** due to operational needs, will be provided
5 one of the following as determined by mutual agreement of the employee and management:

- 6 a. Pay at one-and-a-half times the rate of pay for the meal period. **In addition, every effort will be**
7 **made to provide the employee with the meal period when operationally possible or;**
- 8 b. Authorization to leave work thirty (30) minutes early and be paid the straight time rate of pay for the
9 meal period.
- 10 c. **Where applicable, federal, state or local law mandates a more beneficial meal or break**
11 **period employees will be granted the greater of the meal or break periods described above**
12 **or what the applicable law requires in that location.**

13 4. During an employee's first six (6) months in a new position, the employee may be assigned to
14 training shifts as determined by leadership. These shifts may vary by days of week, start times and work
15 assignment/work areas based on the training needs of the employee, as determined by the Company.

16 5. Due to changes in the flight schedules of the Company's customers, work may not be available to
17 employees throughout the year at particular stations. Consequently, employees may be furloughed for
18 specified weeks or months, with the option to work at other Company stations or bid locations based on
19 availability. Such employees shall not have the right to bump an existing employee at another Company
20 station or bid location.

21 6. Except as required by law, employees who work more than forty (40) hours within one calendar
22 week (from Monday through Sunday) will be paid at time and one-half (1.5X) their applicable wage rate
23 for hours worked in excess of forty (40) hours, excluding hours worked due to shift and day trades. // **An**
24 **employee shall not be required to work overtime against his/her wishes, except in emergencies.**
25 **However, it is recognized that the employees have an obligation to protect the Company's operation**
26 **during such emergencies. Once overtime is determined to be needed and all volunteers have been**
27 **exhausted, any mandatory overtime requirement will be assigned to the qualified employee, closest**
28 **to the need in inverse order (Junior Assignment) by Company seniority. Employees will be given at**
29 **least one (1) hour notice of any contemplated overtime when practical.**

30 **7. Voluntary Overtime: To maximize voluntary overtime utilization the Company must make**
31 **available overtime known to all employees in the bid location. Overtime will be assigned to**
32 **qualified volunteers who have the ability to perform the work, by Company seniority, at each**

1 **location. As new technology becomes available to administer overtime, the Company agrees to**
2 **discuss the process to use these new tools with the Union prior to implementation, until such time**
3 **the Company will maintain a list of volunteers by company seniority date.**

4 **8.** Employees within the same job classification may be permitted to trade work days and shifts
5 upon written approval from management. Employees are responsible for the obligations incurred as a
6 result of such trades, which shall not require the payment of overtime under any circumstances.

7 Section 6 — Seniority

8 1. An employee's Company seniority begins on the date the employee is placed on the payroll of the
9 Company. Company seniority is utilized for determining pay, eligibility for benefits, and PTO accrual. An
10 employee's Contract seniority begins on the date the employee begins working in a job classification
11 covered by this Agreement. Contract seniority is utilized for furlough/recall and for bidding work
12 schedules and days off. Employees with the same Contract seniority date shall have their tie broken first
13 by their relative Company seniority date then, if the same, by the last four digits of their Social Security
14 number with the lower number being more senior. An employee shall permanently forfeit all seniority
15 upon severance of his employment with the Company.

16 2. Notwithstanding the seniority tie breaking language in paragraph 1 above, the following shall
17 apply when the Company opens a new bid location and hires its initial employees from the previous
18 employer's work force:

- 19 a. If the previous employer's work force had a seniority list, the Company will maintain the
20 employees' previous relative seniority to break ties among employees with the same Company
21 date of hire when first establishing their seniority.
- 22 b. If no seniority list existed, the Company will use the employees' hire dates at the previous
23 employer, if such hire dates can be determined, to break ties among employees with the same
24 Company date of hire when first establishing their seniority. Where employees had the same hire
25 date with the previous employer, or the hire dates cannot be determined, those ties will be broken
26 using the Social Security number method discussed in paragraph 1, above.
- 27 c. All initial employees hired from the previous employer shall be senior to any initial new hire
28 employee with the same Contract seniority date who did not work for the previous employer. The
29 relative seniority of those who did not work for the previous employer shall be established using
30 the Social Security number method discussed in paragraph 1, above.

1 3. When the need arises to reduce the number of employees in any classification or bid location,
2 employees will be subject to reduction-in-force by job classification, station, and, where applicable, bid
3 location in reverse order of seniority.

- 4 a. Lead Agents reduced at a station may displace junior Agents at the same station.
5 b. Employees reduced from a station will be given the option (i) to fill a vacancy or bump the most
6 junior person at another bid location at that station, (ii) to fill a vacancy at another station, (iii) to
7 bump the most junior person throughout the system, or (iv) to retain recall rights at that station for
8 a period of three (3) years or their length of service, whichever is shorter.
9 c. Employees furloughed as a result of a reduction-in-force will receive no less than fourteen (14)
10 calendar days' notice or pay in lieu of notice. Employees will not be entitled to notice or pay in
11 lieu of notice if the reduction-in-force is due to circumstances beyond the control of the
12 Company, such as a war, emergency, revocation of an operating certificate, grounding of aircraft,
13 a strike or other cessation of work.
14 d. Probationary employees affected by a reduction-in-force will be terminated rather than
15 furloughed.
16 e. Employees on furlough shall continue to accrue Company seniority for furlough periods of up to
17 180 consecutive days. Employees on furlough shall retain and accrue Contract seniority until the
18 expiration of their recall rights.

19 4. An employee will lose his/her seniority status and his/her name will be removed from the seniority
20 list if he or she accepts any // position with the Company not covered by this Agreement **for a period**
21 **longer than eight-nine (89) days;** quits or resigns; is discharged for just cause; or at the conclusion of his
22 or her recall rights following a furlough. //

23 **5. Seniority lists shall be posted by the Company on the first (1) day of each posted shift bid.**
24 **This list shall include the following information for each employee represented by this Agreement,**
25 **employee's name, classification, contract, and company seniority. Employees are responsible for**
26 **reviewing the seniority list to verify the accuracy of their listed seniority dates. Any discrepancies**
27 **must be reported to local management and the Chief Shop Steward within seven (7) days of the list**
28 **being posted. If the discrepancy is not resolved at the local level within seven (7) days of the protest,**
29 **it shall be escalated to the General Chair for further processing. If an employee fails to protest the**
30 **list within thirty (30) days after the employee's seniority date and position on the seniority list is**
31 **first established or adjusted, there will be no monetary liability or other retroactive application for**
32 **subsequent seniority adjustments. Any employee returning from a leave of absence shall have the**
33 **same protest rights outlined above, with the protest window beginning upon their return to service.**

1 **Such employees shall have seven (7) calendar days from the date of return to review the current**
2 **seniority list and report any discrepancies.**

3 **Section 7 — Union Representation**

4 1. Employees covered by this Agreement shall, as a condition of continued employment, pay or
5 tender to the Union such dues and assessments as are uniformly required of members of the Union,
6 starting as of sixty (60) days following the beginning of such employment.

7 2. Any employee who is more than sixty (60) days in arrears in the payment of dues and
8 assessments shall be subject to discharge. When an employee becomes delinquent in the payment of dues,
9 the Union shall notify the employee in writing that he is delinquent in the payment of dues and/or
10 assessments and accordingly is subject to discharge. Such letter shall also notify the employee that he
11 must remit the required payment within fifteen (15) days of the date of receipt of the notice or be subject
12 to discharge. If the employee still remains delinquent, the Union shall notify the Company (copy to the
13 employee) that the employee has failed to remit payment within the fifteen (15) day grace period and is
14 therefore to be discharged.

15 3. The Union agrees that it shall indemnify the Company and hold the Company harmless from any
16 and all claims, awards, and judgments, including court costs, which arise out of any action brought by an
17 employee by virtue of any terms of this Section.

18 4. During the life of this Agreement, the Company agrees to deduct from the pay of each member of
19 the Union covered by this Agreement, and to remit to the Union, membership dues uniformly levied in
20 accordance with the Constitution and By-Laws of the Union and as prescribed by the Railway Labor Act,
21 as amended, provided such member of the Union voluntarily executes an agreed-upon Check-Off Form as
22 prepared and furnished by the Union.

23 5. The Company shall provide the Union with access to new employees after the hiring process for
24 Union orientation. The Company shall electronically transmit to the // **General Chair(s)** every month a
25 list of all employees covered by this Agreement, their **classification, contract, company seniority dates,**
26 **stations, bid locations, job classifications, addresses and telephone numbers.**

27 **6. Bulletin boards, lockable if desired by the Union, at least 44"x 32" or a size mutually agreed**
28 **upon due to real estate constraints, will be provided by the Company in all bid locations for posting**
29 **notices, restricted to:**

30 a. **Notices of Union recreational and social affairs.**

31 b. **Notices of Union elections.**

- 1 c. Notices of Union appointments and results of Union elections.
- 2 d. Notices of Union meetings.
- 3 e. Official Union bulletins.
- 4 f. There shall be no other general distribution or posting by employees of advertising or
- 5 political matters, notices or any kind of literature upon the Company's property other
- 6 than herein provided.

7 7. In order to provide for orderly and peaceful labor relations, the Company acknowledges
8 that the Union Representatives are an integral part of the resolution of disputes between the
9 Company and the Union and are vital to the Company's continued success. Therefore, the
10 Company recognizes the following Union Representatives.

- 11 a. A minimum of two (2) properly designated stewards in each bid location. In the absence of a
- 12 Shop Steward, a Union-appointed alternate may act in his/her place.
- 13 b. The parties recognize the need to have Chief Shop Stewards or his/her designee regularly
- 14 available. In consideration of this, Chief Shop Stewards will not be assigned to duties within
- 15 the operation but rather assigned to perform union representational duties for their full
- 16 weekly schedule at no cost to the Union. The Company will fund three hundred twenty (320)
- 17 hours at the straight time rate per week for Chief Shop Stewards systemwide. In the event
- 18 the Company secures additional contracts in either new or current locations or the loss of
- 19 contracts or work, the General Chair(s) and a Company designee will meet and discuss the
- 20 need for additional or reduction of Chief Shop Steward hours.
- 21 c. When not performing union representational duties, the Chief Shop Steward will be
- 22 prepared to perform the normal duties of his/her classification.

23 d. Definitions:

24 Shop Steward- A Shop Steward is a McGee employee duly selected in accordance with
25 official IAM procedures and vested by the Union with the power to represent and to act on
26 behalf of all McGee members in a given bid location.

27 Chief Shop Steward- A Chief Shop Steward is a McGee employee duly selected in
28 accordance with official IAM procedures and vested by the Union with the powers to
29 represent and to act on behalf of all McGee members in a combination of bid locations.

30 General Chair- An IAM employee duly selected in accordance with official IAM procedures
31 and vested by the Union with the powers to represent and to act on behalf of all IAM
32 members in an area defined by the IAM. The General Chair of the Union or his/her
33 designee shall be permitted at any time to enter shops and facilities of the Company for the

1 **purpose of investigating grievances and disputes arising under this Agreement after**
2 **contacting the Company supervisor in charge and advising him/her of the purpose of their**
3 **visit. Such visits shall not be used to call meetings during work periods that interfere with**
4 **routine production of employees.**

5 8. Employees accepting full-time employment with the IAM as a District officer, and/or other
6 designated officers of a Local Lodge or District, or Grand Lodge International staff or officer shall be
7 granted an indefinite unpaid leave of absence by the Company for the period so employed as long as this
8 Union remains the exclusive bargaining agency of employees covered by this Agreement. Employees on
9 unpaid Union leave shall continue to accrue seniority.

10 **9. Subject to operational requirements, the following elected Union officials may, with a**
11 **minimum of forty-eight (48) hours notice given to their supervisor, attend their regular monthly**
12 **Local Union meeting while such officials are on shift: President, Vice President, Chief Shop**
13 **Steward, Financial and Recording secretaries and one (1) Shop Steward. Such attendance shall be**
14 **without loss of pay for a period of up to two (2) hours.**

15 **10. The Company will provide a locking file cabinet or locker if requested by the Union.**

16
17 **Section 8- Grievance Procedure**

18 1. The Union may select, and designate representatives as may be necessary for representing
19 employees and investigating grievances under this Agreement. Union Representatives and Union
20 employees shall have access to the premises of the Company, as permitted by local airport authority
21 regulations, for the purposes of investigating grievances or other matters directly connected with the
22 operation of this Agreement and its procedures for the settlement of any dispute. Non-Company employee
23 representatives and officials of the Union shall have access upon notification of local leadership.

24 2. At any meeting for the purpose of investigating an employee where disciplinary action is
25 contemplated by the Company, and all stages of the grievance procedure, the employee shall be permitted
26 to be represented by a Union representative.

27 3. Any employee who has completed his/her probationary period shall not be dismissed, disciplined
28 or suspended by the Company without an investigation, just cause, and being notified in writing by the
29 Company, with a copy to the Union within twenty (20) calendar days of any such action and reason
30 therefor. Days, as used in this section, **mean calendar days, defined as consecutive twenty-four (24)**
31 **hour period beginning at 0000 and ending at 2359, including weekends and holidays.** Any grievance

1 respecting such action by the Company shall be subject to the grievance procedure set forth in this Article.
2 Probationary employees shall not be entitled to the use of the grievance procedure.

3 4. Employees withheld from service pending investigation of disciplinary charges shall suffer no
4 loss of pay, except that employees may be suspended without pay when withheld for: (1) refusal or
5 adulteration of a drug or alcohol test; (2) insubordination or refusal to work; or (3) failure to cooperate
6 with an investigation. This provision does not limit the Union's right to grieve the appropriateness of the
7 application of this provision.

8 5. The following procedure shall apply for the presentation and adjustment of contract related
9 grievances and discipline.

10 a. Step One

11 Any employee or employees having a complaint or grievance in connection with the terms of this
12 Agreement shall within twenty (20) calendar days of the occurrence, or twenty (20) calendar days
13 of reasonable first knowledge thereof, present his/her claim or grievance to his/her Shop Steward
14 and local Station Manager or Director on a standard grievance form, the parties shall meet within
15 seven (7) calendar days, and every effort shall be made to arrive at a satisfactory adjustment of
16 the same. The local Station Manager or Director will give his/her decision in writing to the Shop
17 Steward and Grievant within fourteen (14) calendar days following the meeting. //

18 b. **// Grievance Review Board**

19 If not satisfactory settled in Step One above, the General Chair or his/her designated
20 representative may appeal for consideration and decision to the **// Grievance Review Board**
21 **(GRB)** within thirty (30) calendar days of the date of the decision rendered in Step One. **// The**
22 **GRB will consist of four (4) members: Director of Labor Relations or his/her designee, one**
23 **(1) Management designee, and two (2) Union designees. The GRB will meet bi-monthly or**
24 **sooner if mutually agreed between the parties. A schedule of meetings will be established**
25 **and set on a quarterly basis. The meeting will take place at the corporate offices of the**
26 **Company, or another location if mutually agreed upon. The Company will render a decision**
27 **in writing to the Union within fourteen (14) days of the meeting date.**

28 c. **// System Board of Adjustment**

29 If the grievance remains unsettled after being processed through **// GRB** above, the Union may
30 appeal the dispute to arbitration before the System Board in compliance with Section 204, Title II
31 of the Railway Labor Act, as amended, no later than thirty (30) days from the date of the
32 Company's response unless extended by mutual agreement of the parties. The appeal shall state
33 the name(s) of the employee(s) involved, the position of the employee or the Union, and the

1 remedy being sought by the grievant. In the event the dispute is appealed, the Company and the
2 Union by mutual agreement shall select a neutral arbitrator.

3 6. The Company and the Union each shall select one representative of their own choosing to sit with
4 the neutral arbitrator and together with him or her shall constitute the System Board of Adjustment. Each
5 Board member will be free to discharge his duty in an independent manner without fear that his individual
6 relations with the Company or with the employee hereunder may be affected in any manner by any action
7 taken by him in good faith in his capacity as a Board member. The Board will have jurisdiction only over
8 disputes between the Company and the Union or any employee or employees governed by this Agreement
9 growing out of the grievances involving interpretation or application of this Agreement. Damages
10 awarded for violations of this Agreement will be limited to actual compensation accruing from the date of
11 violation, but in no case earlier than thirty (30) days prior to the date the grievance was filed. The Board
12 will have no authority to award punitive damages or other penalties or demands that go beyond, or are
13 inconsistent with, direct compliance with the Agreement.

14 7. The System Board of Adjustment will meet in Seattle, Washington, unless mutually agreed
15 otherwise. The Company and the Union agree to share equally the compensation and expenses of the
16 neutral. Each party will assume the compensation, travel expenses and other expenses of the Board
17 members selected by it and the witnesses called or summoned by it. The Company will provide
18 transportation of the Board members and witnesses who are employees of the Company from the point of
19 duty or assignment to the point at which they must appear, to the extent permitted by law.

20 8. Employees and the Company may be represented at the hearing by such person or persons as they
21 may choose. Evidence may be presented either orally or in writing or both. A stenographic record of the
22 hearing may be taken if requested by either party. The Board will hear and rule on the dispute promptly
23 and issue a decision in writing, which shall be final and conclusive upon the Company and the Union.

24 9. The System Board shall consist of three (3) members; one (1) selected by the Company, one (1)
25 selected by the Union and one (1) selected for each dispute from a panel of seven (7) Arbitrators
26 established by mutual agreement between the Union and the Company. After a panel member has served
27 for a period of two (2) years, either party may request that such member be removed from the panel.
28 However, a member of the panel may be removed during the term of this Agreement by mutual agreement
29 between the parties. When a change is made, the parties will select the new panel member(s) by the same
30 method used to select the original panel members.

31 10. Time limits contained herein may be extended by mutual agreement **by the General Chair and**
32 **the Company** at any step. // **Non-compliance with the time limits set forth in the grievance procedure**

1 **as outlined shall result in the granting of the grievance, if by the Company, and the denial of the**
2 **grievance if by the Union.**

3 //

4 **11.** Discipline Grievances Involving Unsatisfactory Attendance

5 a. // Written, or Final Warning(s) issued to an employee for unsatisfactory attendance will be treated
6 as automatically grieved by the employee, denied **by** the appropriate Company representative,
7 and appealed to the System Board of Adjustment. All time limits will be deemed satisfied. An
8 employee will not be required or expected to file a written grievance challenging the issuance of
9 discipline for unsatisfactory attendance and no specifics review of discipline will be contractually
10 required.

11 b. Notwithstanding Paragraph // **11.a** above, the Union reserves the right to file a written grievance
12 disputing any discipline based on unsatisfactory attendance, including contesting the validity of
13 the information used by the Company in issuing such discipline. Any such grievance must be
14 timely filed in accordance with the Grievance Procedure set forth in Section 8.5.

15 **12.** Separation of Employment for Unsatisfactory Attendance- An employee who is separated from
16 employment for unsatisfactory attendance must timely grieve their separation pursuant to Grievance
17 Procedure set forth in this Section 8.5. If any such grievance is appealed to the System Board of
18 Adjustment, the termination action and any prior discipline issued to the employee for unsatisfactory
19 attendance will be subject to review by the System Board.

20 **13.** A copy of any discipline issued to an employee will be retained in the employee's local file and a
21 copy will be furnished to the employee's local union representative or Chief Shop Steward. An employee
22 and/or his/her union representative, upon **written request and** authorization by the employee, will be
23 permitted to review his/her local attendance records and discipline.

24
25 **Section 9 — Waiver of Local Ordinances and Regulations**

26 1. It is the intent of the parties that, to the extent permitted by law, this Agreement supersede and/or
27 waive any local ordinances or regulations that otherwise would be applicable to the Company's
28 employees covered by this Agreement with respect to wages, benefits, and other terms and conditions of
29 employment.

1 2. A list of current local ordinances or regulations that could otherwise apply to the Company's
2 employees and its current or contemplated operations and that are specifically superseded and/or waived
3 by this Agreement is set forth in Exhibit A.

4 3. If either party wishes to add to Exhibit A other local ordinances or regulations that otherwise
5 would be applicable to the Company's employees covered by this Agreement that may be superseded or
6 waived by a collective bargaining agreement, the parties shall reopen this Section of this Agreement for
7 the sole and exclusive purpose of adding such local ordinance or regulation to Exhibit A. This shall apply
8 both to local ordinances or regulations in effect as of the Effective Date of this Agreement but not
9 included in Exhibit A, and to those promulgated or enacted after the Effective Date of this Agreement.

10 Section 10 — General

11 1. Except as expressly restricted by this Agreement, the Company has the sole and exclusive right to
12 manage, operate, and maintain the efficiency of the business and working forces. This includes the rights:
13 to hire, discipline, suspend and discharge employees; to hire, promote and demote employees, and
14 maintain discipline and efficiency in the Company's facilities; to determine where and when to operate; to
15 determine the type and location of facilities and equipment the Company will utilize; to sell or
16 discontinue all or part of the business; to sell or lease equipment or facilities; to determine marketing
17 methods and strategies; to enter into affiliation or marketing agreements with other entities; and to invest
18 (including equity investments) in other business entities including, without limitation, air carriers. The
19 exercise of any right reserved herein to management in a particular manner, or the non-exercise of a right,
20 will not operate as a waiver of the Company's rights, nor preclude the Company from exercising the right
21 in a different manner. The rights enumerated above will not be deemed to exclude other preexisting rights
22 of management, except as expressly provided in this Agreement.

23 //

24 2. The Union and the employees will not engage in any strike, slowdown, sickout, or other job
25 action or work stoppage, including a sympathy strike, during the term of this Agreement. The Company
26 reserves the right to seek injunctive relief for any such violations. The Company agrees not to lock out
27 employees during the term of this Agreement. Notwithstanding the provisions of this paragraph,
28 employees will not be required to cross lawful picket lines in order to perform struck work.

29 3. The Company and the Union will comply with all applicable Federal, State, and local anti-
30 discrimination laws in administering this Agreement. This Agreement will apply equally to all employees
31 regardless of any protected category under applicable law, including age, citizenship, race, disability,

1 gender, gender identity, genetic information, national origin, pregnancy, religion, sexual orientation or
2 veteran status. It is understood that, wherever in this Agreement employees or jobs are referred to in the
3 male gender, it shall be recognized as referring to both male and female employees.

4 4. It is the intent of the parties that they remain in compliance with all applicable laws and
5 regulations to the extent such laws are not preempted and/or waived by this Agreement. In the event that
6 it is discovered that any provision of this Agreement or any Company policy or practice which pertains to
7 a mandatory subject of bargaining is in violation or potential violation of any applicable law or regulation,
8 the parties will, in a timely manner, meet and confer for the purpose of curing the violation or potential
9 violation in a way which requires the least change, disruption of the existing circumstances, and
10 additional cost as is possible while minimizing any negative impact on the employees.

11 5. At its discretion, the Company may offer leaves of absence, paid or unpaid, to employees, either
12 as a group or individually. Except as set forth in Section // 7.7. of this Agreement above, employees on a
13 leave of absence shall not accrue seniority but shall retain all previously-accrued seniority. The employee
14 will remit applicable dues or service fees directly to the Union during his or her entire leave of absence.
15 Medical benefits for employees will cease at the end of the month at which the leave of absence
16 commenced.

17 //

18 //

19 6. Employees covered by this Agreement will be subject to all applicable federal, state, and local
20 regulations and Company policies with respect to the use, possession, testing on reasonable suspicion and
21 removal from/return to duty requirements involving the use of alcohol, illicit drugs (including marijuana),
22 and other controlled substances. An employee with the presence of alcohol, illicit drugs (including
23 marijuana), or non-prescribed drugs in his system at or immediately before or after work, with a
24 confirmed, split sample positive test for alcohol, illicit drugs (including marijuana), or other controlled
25 substances will be discharged for cause.

26 7. If free parking facilities are not readily available for employees at their normal work stations, the
27 Company will pay the standard monthly parking fee charged for parking in the area designated for
28 employees at that station.

29 //

30 **Section 11 — Safety and Training**

1 **1.** Safety is the Company's most important priority and is the responsibility of all employees. Each
2 employee will work in a safe manner to ensure unsafe acts or conditions are eliminated. To ensure a safe
3 environment, employees are required to comply with the Company's safety programs, safety policies and
4 procedures. Employees will be provided necessary safety devices, as determined by the Company. All
5 employees are expected to immediately report unsafe conditions, equipment, tools and practices to a
6 supervisor in the affected work area. The Company and the Union will create a joint local safety
7 committee to address local safety issues and will participate in the applicable IAM District Lodge safety
8 program.

9 **2.** **The Company will provide the required amount of time to complete all training. Training**
10 **time will be at the discretion of the Company and may be adjusted for operational needs. The**
11 **responsibility to timely complete training remains with the employee.**

12 **3.** All reasonable efforts will be made to allow employees to renew required airport security badges
13 during work hours.

14 **4.** **// All uniform items will be provided to employees based on the current uniform policy,**
15 **effective 3-13-25, with the cost to be borne by the Company. Any specific changes to the uniform items**
16 **issued by policy will be mutually agreed upon by the Company and Union. If an employee transfers**
17 **into a classification or work area requiring uniform items that the employee does not already**
18 **possess, the employee will be provided with the necessary uniform items. Employees may wear a**
19 **Union insignia pin, badge holder, or other accessory items approved by the Company in advance.**

20 **5.** **The Company will provide employees with all items necessary for Personal Protection**
21 **Equipment (PPE), at minimum, this will include gloves, kneepads, hearing protection, and high-**
22 **visibility work shirts or jackets. The Company will issue replacement PPE within reason. The**
23 **Company hereby agrees to maintain safe, sanitary and healthy conditions in all locations, including**
24 **adequate and appropriate first aid equipment and supplies.**

25 **6.** **Employees that leave the Company for any reason will be required to return all uniform**
26 **items issued by the company.**

Section 12-Effective Date and Duration

This Agreement shall become effective on August 15, 2025 (the "Effective Date"), and shall continue in full force and effect through July 1, 2030, and thereafter until either party serves notice of intended change in accordance with Section 6, Title I of the Railway Labor Act, as amended; provided, however it is expressly and mutually agreed that in no event may such proposals for intended change be submitted or served by either party at any time prior to 12 months before the amendable date.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 13 day of November, 2025.

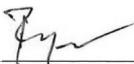
MC GEE AIR SERVICES, INC.



Jeff Hoffrick, President



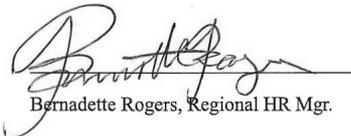
Jim Servedio, MD Operations



Ryan Thomas, MD Strategy

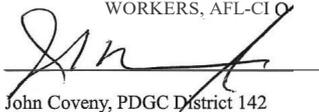


Frans Miller, Director, ER & LR

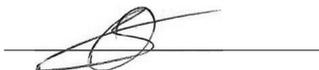


Bernadette Rogers, Regional HR Mgr.

INTERNATIONAL ASSOCIATION OF
MACHINIST AND AEROSPACE
WORKERS, AFL-CIO



John Coveny, PDGC District 142



Justin Bates, General Chair



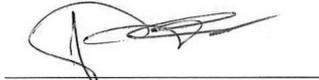
Jason McAdoo, General Chair



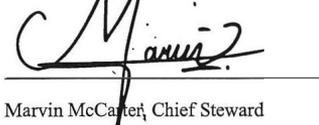
Daniel McGuire, Chief Steward



Michael Parker, Chief Steward



Jose Rosales, Chief Steward



Marvin McCarter, Chief Steward

EXHIBIT A

California Healthy Families Act of 2014, Cal. Labor Code § 245 et seq.

City of Los Angeles Living Wage Ordinance, Los Angeles Admin. Code, Sec. 10-37

City of Newark, New Jersey Sick Leave for Private Employees Ordinance, 6PSF-A(S) (2014)

New York City Earned Sick Time Act, NYC Admin. Code, Ch. 8

City of Oakland Living Wage Ordinance, Oakland Mun. Code, Ch. 2.28

City of Oakland Minimum Wage Law, Oakland Mun. Code, Ch. 5.92

City of Philadelphia Promoting Healthy Families and Workplaces Ordinance, Phil. Code Ch. 9-4100

City of San Francisco Sick Leave Ordinance, San Francisco Admin. Code, § 12.W.

City of San Francisco Minimum Wage Compensation Wage Ordinance, S.F. Admin. Code, Chapter 12P

City of San Jose Airport Living Wage and Labor Standards, San Jose Mun. Code Ch. 25.11

City of San Jose Minimum Wage Ordinance, San Jose Mun. Code Ch. 4.100

City of SeaTac Minimum Employment Standards for Hospitality and Transportation Industry Employees, SeaTac Mun. Code, Ch. 7.45

City of Seattle Paid Sick and Safe Time Ordinance, Seattle Code, Ch. 14-16

City of Tacoma Paid Sick Leave Law, Tacoma Mun. Code, Title 18

NAI-1501547337v1

Base Wage Scales

Scales		Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH		PHX	Agent	\$19,24	\$20,32					
DOH + 6 Months		PHX	Agent	\$19,54	\$20,64					
DOH +12 Months		PHX	Agent	\$19,86	\$20,97					
DOH +24 Months		PHX	Agent	\$20,17	\$21,30					
DOH +36 Months		PHX	Agent	\$21,03	\$22,21					
DOH +48 Months		PHX	Agent	\$21,29	\$22,48					
DOH +60 Months		PHX	Agent	\$21,29	\$22,48					
Per Section 3 Paragraph 7 b.										
Scales		Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH		PDX	Agent	\$19,93	\$21,05					
DOH + 6 Months		PDX	Agent	\$20,23	\$21,36					
DOH +12 Months		PDX	Agent	\$20,53	\$21,68					
DOH +24 Months		PDX	Agent	\$20,81	\$21,98					
DOH +36 Months		PDX	Agent	\$21,41	\$22,81					
DOH +48 Months		PDX	Agent	\$21,66	\$22,87					
DOH +60 Months		PDX	Agent	\$21,91	\$23,14					
Per Section 3 Paragraph 7 b.										
Scales		Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH		SIC	Agent	\$21,71	\$22,93					
DOH + 6 Months		SIC	Agent	\$22,06	\$23,30					
DOH +12 Months		SIC	Agent	\$22,41	\$23,67					
DOH +24 Months		SIC	Agent	\$22,77	\$24,05					
DOH +36 Months		SIC	Agent	\$23,46	\$24,78					
DOH +48 Months		SIC	Agent	\$23,72	\$25,05					
DOH +60 Months		SIC	Agent	\$23,98	\$25,32					
Per Section 3 Paragraph 7 b.										
Scales		Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH		SEA	Agent	\$20,18	\$21,24					
DOH + 6 Months		SEA	Agent	\$20,47	\$21,56					
DOH +12 Months		SEA	Agent	\$20,74	\$21,86					
DOH +24 Months		SEA	Agent	\$21,04	\$23,19					
DOH +36 Months		SEA	Agent	\$21,63	\$23,84					
DOH +48 Months		SEA	Agent	\$21,88	\$24,11					
DOH +60 Months		SEA	Agent	\$22,13	\$24,39					
Per Section 3 Paragraph 7 b.										
Scales		Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH		SFO	Agent	\$22,78	\$24,06					
DOH + 6 Months		SFO	Agent	\$23,08	\$24,37					
DOH +12 Months		SFO	Agent	\$23,39	\$24,70					
DOH +24 Months		SFO	Agent	\$23,69	\$25,02					
DOH +36 Months		SFO	Agent	\$24,33	\$25,69					
DOH +48 Months		SFO	Agent	\$24,58	\$25,96					
DOH +60 Months		SFO	Agent	\$24,83	\$26,22					
Per Section 3 Paragraph 7 b.										

Stages	Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH	OAK	Agent	\$21.02	\$22.20					
DOH + 6 Months	OAK	Agent	\$21.34	\$22.54					
DOH +12 Months	OAK	Agent	\$21.66	\$22.87					
DOH +24 Months	OAK	Agent	\$21.98	\$23.21					
DOH +36 Months	OAK	Agent	\$22.61	\$23.87					
DOH +48 Months	OAK	Agent	\$22.86	\$24.14					
DOH +60 Months	OAK	Agent	\$23.12	\$24.42					
Per Section 3 Paragraph 7 b.									
Stages	Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH	LAX With Medical	Agent	\$23.03	\$24.32					
DOH + 6 Months	LAX With Medical	Agent	\$23.03	\$24.32					
DOH +12 Months	LAX With Medical	Agent	\$23.03	\$24.32					
DOH +24 Months	LAX With Medical	Agent	\$23.03	\$24.32					
DOH +36 Months	LAX With Medical	Agent	\$23.03	\$24.32					
DOH +48 Months	LAX With Medical	Agent	\$23.29	\$24.59					
DOH +60 Months	LAX With Medical	Agent	\$23.54	\$24.86					
Per Section 3 Paragraph 7 b.									
Stages	Station	Classification	Current	DOR	7/1/2026	7/1/2027	7/1/2028	7/1/2029	7/1/2030
DOH	LAX Without Medical	Agent	\$25.80	\$27.24					
DOH + 6 Months	LAX Without Medical	Agent	\$25.80	\$27.24					
DOH +12 Months	LAX Without Medical	Agent	\$25.80	\$27.24					
DOH +24 Months	LAX Without Medical	Agent	\$25.80	\$27.24					
DOH +36 Months	LAX Without Medical	Agent	\$25.80	\$27.24					
DOH +48 Months	LAX Without Medical	Agent	\$26.06	\$27.52					
DOH +60 Months	LAX Without Medical	Agent	\$26.32	\$27.79					
Per Section 3 Paragraph 7 b.									

Notes

Notes

