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File: LHT – 2026

2026 – 61

IAM/Lufthansa Technik Agreement in Principle Highlights

Dear Sisters and Brothers:

The following is a brief highlight summary describing the recent Agreement in Principle with Lufthansa Technik Puerto Rico. Once all language is finalized, the Union will present the contract to each individual for review and Ratification.

Wages & Bonuses

- Each employee covered by the contract on the Date of Ratification (DOR) will receive a Ratification Bonus within sixty (60) days after ratification.
- Five-Year agreement with increases or Lump Sum payments each year, with certain exceptions.
- Christmas Bonus now in the agreement.

Scope & Representation

- Limited the number of Temporary employees allowed.
- Sub-Contracting Language that will protect employees.
- Descriptions and responsibilities of each Classification in the agreement.
- New equipment and technology language in the agreement.
- Seniority in the agreement.
- Grievance and Arbitration article.

Insurance & Other Benefits

- Medical Benefits are contained in the agreement with the Company, and the employee cost share is as follows: 70% of the cost of health insurance is paid by the company, and 30% by the employee.
- Life insurance 100% paid by the company.
- Up to \$2,000 reimbursement per semester for credit courses related to business needs.
- Uniform required by Lufthansa is now in the contract.
- Safety and Health article.

Hours of Service

- Hours of Service are spelled out in the agreement.
- 2 days off consecutively.
- Schedules posted 3 days in advance.
- Schedules and day off are posted and awarded based on company needs and seniority.

Overtime

- Comprehensive Overtime article, which offers employees a choice on how overtime is paid and reduces the number of Bank Hours:

Option 1

- All overtime hours worked over 80 hours are paid at a 1.5 rate.
- 1st day off 1.5 paid, 2nd day off 2x paid, no hours limit, no need to reach 80 hrs.

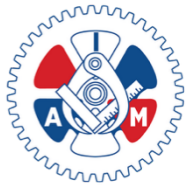
Option 2

- Bank hours up to 160 max.
- Employees choose one of the options for a full year.

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Sick Leave

- Sick Leave is now in the agreement.
- 12 days per year.
- Days over 15 are paid no later than February 1st.
- The use of 5 days sick balance to care for family members.
- In the event of the employee's death, the sick balance will be paid to their legal representative or heir.
- An extensive Leave of Absence Article spelling out different Leaves.

Vacation

- Vacation now in the agreement.
- 15 days per year.
- Days accumulated over 30 paid 2x.
- If the law is amended to add more days, it is acceptable.
- No change can be made without mutual agreement between the employee and the supervisor.
- In the event of the employee's death, the vacation balance will be paid to their legal representative or heir.

Holidays

- Holidays now in the agreement.
- 10 days + (election day every 4 years).
- If the law is inconsistent with the terms of this agreement, an employee shall be entitled to the more generous holiday protection provided by applicable law or this agreement.

If you have any questions or concerns, please reach out to your local representatives, negotiating team members, or General Chair. We will continue to keep you updated on this process.

Sincerely and fraternally,

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

Todd Roan
General Chair

JMC/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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