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2026 – 101

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File: MGE – 2026

McGee Lead Premium Pay

Dear Sisters and Brothers:

Shortly after the contract was ratified in 2025, McGee informed us that it would not pay the \$6 Lead Premium when a Lead worked overtime covering an agent. After discussions to resolve the dispute were unsuccessful, we proceeded through the grievance process and ultimately appealed the case to arbitration.

The Union's responsibility is to ensure that the agreement negotiated on behalf of the membership is applied fairly, consistently, and as written. Throughout this process, the Union remained firm in its position because both the facts of the case and the clear language of the Collective Bargaining Agreement supported it.

Prior to arbitration, the IAM and McGee reached a settlement that went into effect this week. As part of the settlement, going forward, Leads will receive the contractual \$6.00 premium for all hours worked.

In addition, the Company has agreed to compensate affected employees for previously unpaid Lead premium hours. Those back payments will be made at the applicable 1.5x rate for any qualifying hours where the premium was not properly paid.

Per the settlement, McGee will now begin compiling a list of agents who worked qualifying hours and will provide that list to the IAM for review. Once the list is confirmed, payment will follow shortly thereafter. The review and subsequent payments are expected to be completed within the next 8 to 10 weeks.

This outcome also serves as a reminder of the value of standing together as Union members. When we remain united and support one another, we strengthen the protections, standards, and working conditions that benefit the entire membership. The strength of our Union comes from the solidarity and involvement of its members.

Your patience and support throughout this process have been tremendous and are greatly appreciated. As always, we will continue working to ensure the agreement is enforced and respected.

Sincerely and fraternally,

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E. Fraser, Chief of Staff, Air Transport Territory
J. Carlson, Airline Coordinator, Air Transport Territory
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