



# TWU-IAM Association and American Airlines JCBA Highlights

Below are highlights of the TWU-IAM Association and American Airlines JCBA highlights. Please be sure to review the full text of the agreement at <http://bit.ly/aa-jcba>



# BASE AIRCRAFT MAINTENANCE

## Recognition & Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ A/O will own a minimum of 50% of all billable Overhaul Hours in the contract, plus Scope protections for hundreds of additional members to continue performing component shop and engine work.
- ◆ Protection for the future with a floor of 2,600 A/O members, if the fleet size shrinks and the billable hours drop severely; while maintaining component shop and engine work
- ◆ Using the current fleet size of 945 aircraft, the 2,600 A/O headcount floor equates to 2.75 per aircraft, equaling the 2.75 M&R employees, per aircraft, required by the Southwest AMFA Contract. The 2,600 A/O number does not include the contractually added jobs in components and engines or any members in Facilities, GSE, and Line Maintenance - providing thousands more jobs.

## Sick and IOD Time

- ◆ Sick time bank increases to 1,600 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Field Trips

- ◆ All field trip paid at 1¾ times hourly pay, including 8-hour rest period(s) paid at straight time
- ◆ Time paid at field trip rate of pay starts 2 hours prior to trip if home, or 1 hour prior to trip if on regular shift.
- ◆ Per diem paid for all hours on the field

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1 ½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day
- ◆ Option for Base Closure where limited production is needed

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation

Bidding Vacation Weeks in 2020 & 2021, For Use in Years 2021 & 2022

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
24	200 hours
29	240 hours

Bidding Vacation Weeks in 2022, For Use in Year 2023 & All Years Thereafter

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
17	200 hours
24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA.

## Industry Leading Compensation

- ◆ Base wage increases between 5.5% & 17.7% upon ratification, +2% in out years 2,3,4
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Increased license premium to \$5.25 per hour
- ◆ New \$1.00 per hour fuel tank entry and taxi premium
- ◆ DWH premium of \$1.00 per hour
- ◆ A 5th year AA AMT will make \$2.50 more per hour, than a 5th year Southwest AMFA AMT
- ◆ An AA AMT reaches top of scale 6 years ahead of a Southwest AMFA AMT
- ◆ Increased Crew Chief premium from \$1.75 per hour to \$2.20 per hour for 3 years then \$2.40 per hour thereafter
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second/third day off
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool

## Other Enhancements

- ◆ Force Majure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits

# FACILITIES AND GSE

## Recognition & Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ Facilities Line Maintenance at the terminals in BOS, DFW, JFK, LAX, MIA, & ORD; company discretion at other locations. Current members elsewhere are station protected
- ◆ Facilities Line Maintenance at the hangars in CLT, DFW, JFK, LAX, MIA, ORD, PHL, PHX; company discretion at other locations. Current members elsewhere are station protected
- ◆ GSE Maintenance in BOS, CLT, DFW, DWH, JFK, LAX, LGA, MIA, ORD, PHL, PIT, PHX, SFO, TUL; company discretion at other locations. Current members elsewhere are station protected

## Sick and IOD Time

- ◆ Sick time bank increases to 1,600 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Field Trips

- ◆ All field trip paid at 1¾ times hourly pay, including 8-hour rest period(s) paid at straight time
- ◆ Time paid at field trip rate of pay starts 2 hours prior to trip if home, or 1 hour prior to trip if on regular shift.
- ◆ Per diem paid for all hours on the field

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation

Bidding Vacation Weeks in 2020 & 2021, For Use in Years 2021 & 2022

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
24	200 hours
29	240 hours

Bidding Vacation Weeks in 2022, For Use in Year 2023 & All Years Thereafter

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
17	200 hours
24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.36 an hour for a Mechanic and \$1.71 for an MSP, plus 5% on any premiums.
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA

## Industry Leading Compensation

- ◆ TOS increase of 6.3% for MSP's and 11.5% Mechanic's upon ratification, +2% in out years 2,3,4
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Line premium increased to \$1.00 per hour
- ◆ Skill Premium for Facilities and GSE Mechanics \$2.81 per hour
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second/third day off
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool

## Other Enhancements

- ◆ Force Majeure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits

# FLEET SERVICE

## Recognition and Scope

- ◆ 45 Stations and Location with SCOPE covered work and protections instead of the 18 currently today
- ◆ Threshold language to include 140 weekly mainline departures for insourcing and capturing future Stations and Locations
- ◆ There are System Job Protections, Station Job Protections and Status Job Protections for every active employee and or on an approved leave of absence

## Classifications and Qualifications

- ◆ Fleet Service Operations work assignments opportunities in the stations where members covered by the agreement are assigned
- ◆ Central Load Planner opportunities to qualified members that doesn't exist currently
- ◆ Cargo will be performed in 7 locations versus 5 currently
- ◆ Lavatory Service and Water is covered work in 35 named locations versus 18 currently
- ◆ Regional Bag Transfer Work in 4 TWU locations as covered work that doesn't exist currently
- ◆ Part Time Ratio was reduced from 40% of all employees to 32% with an 1% annual increase with a look back and 36% system cap
- ◆ If Company exceeds annual cap, then upgrade PT to FT to level cap

## Holidays

- ◆ Holidays increased from 5 to 10
- ◆ Holiday Rate paid at 2 ½ times hourly rates
- ◆ Holiday paid on a scheduled day off
- ◆ Overtime on a Holiday may result in Triple Time rate

## SICK/IOD:

- ◆ Sick Leave days increased from 5 to 10
- ◆ Increased Sick Leave Bank to 1,600 hours
- ◆ IOD days increased from 10 to 20
- ◆ Limited Duty language for injuries on the job up to 90 days and off the job up to 60 days

## VACATION

- ◆ Vacations were increased to 6 weeks
- ◆ Day at a Time (DAT) Bank can be utilized for Vacation Days

## RETIREMENT

- ◆ Increased 401k plan with automatic 5% Company contribution and 4% Company match that could reach 13%
- ◆ Retiree Medical Option with 50% of Sick Bank paid at hourly rate to be deposited into a HRA

## COMPENSATION

- ◆ Increased wages of 4.8%, with 2% at DOR +12, +24, +36, & +48 months
- ◆ Signing Bonus to all employees of \$3,000.00
- ◆ Shift Differential from \$ .1, \$ .2, \$ .3 cents to \$ .51, \$ .58, \$ .61 cents
- ◆ Increased Crew Chief Premium from 2.09 to 2.20 for 3 years then 2.40 thereafter
- ◆ Overtime language to enhance opportunities to earn more pay
- ◆ Up to 140 hours of Compensatory Time accrual

## MISCELLANEOUS

- ◆ Increased Job Protections for Station and Status that can be carried with members to newly opened stations not listed in the 45
- ◆ Enhanced Reduction in Force language to allow for seniority driven process
- ◆ (Bump and Roll)
- ◆ Enhanced Severance Package of 17 weeks

# LINE AIRCRAFT MAINTENANCE

## Recognition and Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ Line AMT's will be staffed on 3 shifts, at a minimum of 26 Line Maintenance Stations
- ◆ All scheduled domestic aircraft maintenance done in-house
- ◆ Foreign maintenance outsourcing percentage in easy to understand formula man hours, limiting the work being outsourced. We will perform 89-88% of scheduled line maintenance
- ◆ Headcount that equates to 6 Line AMT's per aircraft versus the 2.75 M&R employees, per aircraft required by the Southwest AMFA Contract

## Sick and IOD Time

- ◆ Sick time bank increases to 1,600 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Field Trips

- ◆ All field trip paid at 1¾ times hourly pay, including 8-hour rest period(s) paid at straight time
- ◆ Time paid at field trip rate of pay starts 2 hours prior to trip if home, or 1 hour prior to trip if on regular shift.
- ◆ Per diem paid for all hours on the field

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation

Bidding Vacation Weeks in 2020 & 2021, For Use in Years 2021 & 2022

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
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Bidding Vacation Weeks in 2022, For Use in Year 2023 & All Years Thereafter

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
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24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA

## Industry Leading Compensation

- ◆ Increased base wage of 16.1%, +2% in out years 2, 3, 4.
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Line premium increased to \$1.00 per hour
- ◆ Increased license premium to \$5.25 per hour
- ◆ New \$1.00 per hour taxi premium
- ◆ Starting at the 5th year, an AA AMT will make more per hour than a Southwest AMFA AMT
- ◆ An AA AMT reaches top of scale 6 years ahead of a Southwest AMFA AMT
- ◆ Increased Crew Chief premium from \$1.75 per hour to \$2.20 per hour for 3 years then \$2.40 per hour thereafter.
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second/third day off.
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool

## Other Enhancements

- ◆ Force Majeure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits

# MATERIAL LOGISTICS SPECIALISTS

## Recognition & Scope

- ◆ Class and craft as recognized by the National Mediation Board (NMB) Case No. R-7424
- ◆ MLS's will be staffed at ALL Line Maintenance locations that AMT's are staffed
- ◆ MLS's will be staffed at ANY Maintenance Base
- ◆ MLS's WILL be staffed at any distribution or warehouse on-site or off-site facility where parts are stored, received, inventoried, shipped or otherwise handled
- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)

## Classifications

- ◆ Material Logistics Group and AOG/MCU & Material Planners group will be in the same book
- ◆ Contractual opportunities for MLS's to enter these Planner groups
- ◆ Technical Crew Chief / Crew Chief / MLS
- ◆ Senior Planner / Senior AOG-MCU Planner / Material Planner / AOG-MCU Planner

## Qualifications

- ◆ Clear qualification language in the CBA for each upon ratification
- ◆ Technical Crew Chief / Crew Chief / Material Logistics Specialist / Driver, DOT (medical certification required) and CDL driver
- ◆ Senior Material Planner / Senior AOG Planner / Material Planner / AOG Planner

## Holidays

- ◆ Increased from 5 to 10 days
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days
- ◆ Option of using Hour At a Time (HAT)

### Increased Vacation

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Bidding Vacation Weeks in 2022, For Use in Year 2023 & After

Completed Years of Service	Max Yearly Future Vacation Hours
1	80 hours
4	120 hours
11	160 hours
17	200 hours
24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$1.62 an hour, plus 5% on any premiums, for a TOS MLS
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA

## Industry Leading Compensation

- ◆ MLS base wage increase of 7.4%, +2% in out years 2,3,4
- ◆ \$6,000 Signing Bonus
- ◆ Shift differential from \$ .1, \$ .2, \$ .3 cents to \$ .51, \$ .58, \$ .61 cents
- ◆ Increased skill premium from .45 to .50 cents.
- ◆ New Line premium of \$1.00 per hour
- ◆ New DWH premium of \$1.00 per hour
- ◆ Increased Crew Chief premium from \$1.75 per hour to \$2.20 per hour for 3 years, \$2.40 per hour thereafter.
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second/third day off
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool

## Other Wins

- ◆ Force Majeure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain Benefits

# MAINTENANCE CONTROL

## Recognition & Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ Enhanced Scope & Classification Protection

## Sick and IOD Time

- ◆ Sick time bank increases to 2,000 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation -

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24	240 hours

## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA.

## Industry Leading Compensation

- ◆ Increased base wage of 13.4%, +2% in out years 2, 3, 4. Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Increased license premium to \$5.25 per hour
- ◆ Increased per diem.
- ◆ Enhance Double Time Language
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool.

## Other Enhancements

- ◆ Force Majure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits

# MAINTENANCE TRAINING SPECIALIST

## Recognition & Scope

- ◆ System and Station job protection for the life of this agreement for any member on the seniority list or an approved leave of absence at time of ratification (DOR)
- ◆ Technical instruction is considered to be work involved with the delivery of training covering the repair, maintenance and operation of aircraft systems and components. Including towing, brake riding, taxi and run-up, fueling, on-call maintenance, APU, GPU, air-start and non-technical maintenance training.
- ◆ Further, including but not limited to, receipt and dispatch, door operation, safety, administrative, computer operation, aircraft servicing, de-icing and developmental training is not exclusive to employees covered by this Agreement.

## Sick and IOD Time

- ◆ Sick time bank increases to 1,600 hours
- ◆ Double the number of IOD days to 20 per injury
- ◆ Full pay for each sick day used
- ◆ Increased sick time accrual to 10 days a year

## Holidays

- ◆ Increased from 5 to 10 days.
- ◆ Holiday worked paid at 2 ½ times hourly rate or bank a compensatory day and take 1 ½ times pay
- ◆ Depending on schedule, 8 or 10 hours, straight time paid for holiday off or take the day unpaid and bank a compensatory day

## Vacations

- ◆ Day at a time (DAT) bank to be used for additional Vacation Days.
- ◆ Option of using Hour At a Time (HAT).

### Increased Vacation

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## Retirement gains

- ◆ Increased 401K plan with automatic 5% contribution on all eligible earnings, that's an additional \$2.46 an hour, plus 5% on any premiums, for a topped-out AMT
- ◆ Up to a 4% company match on member contributions, on all eligible earnings
- ◆ Retiree medical option with 50% of sick bank paid at hourly rate to be deposited into an HRA.

## Industry Leading Compensation

- ◆ Increased base wage of 13.3%, +2% in out years 2,3,4.
- ◆ Signing bonus of \$6,000.00.
- ◆ Shift differential improved to \$.51, \$.58, \$.61 cents per hour.
- ◆ Increased per diem.
- ◆ An AA Maintenance Training Specialist reaches top of scale 6 years ahead of a Southwest AMFA Technical Instructor
- ◆ All travel while on assignment paid at the applicable rate.
- ◆ Better Overtime language. Double (2X) pay after 12 hours or on second day off.
- ◆ Reimbursement for Passport & Photos, Visas, TSA Precheck, & Inoculations.
- ◆ Compensatory time option available.
- ◆ Profit Sharing equal to 10 percent (10%) of the dollar amount of AAG's Pre-Tax Earnings up to \$2.5B for that year & an amount equal to 20 percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year into the profit-sharing pool.

## Other Enhancements:

- ◆ Force Majeure reduction seniority protection language
- ◆ Enhanced Reduction in Force language to allow seniority driven process.
- ◆ Enhanced Severance Package of 17 weeks, paid out weekly allowing members to retain benefits