TWU Fleet Service Members

JCBA Improvements

THE UNPRECEDENTED, $4.6 BILLION IN
OUR CONTRACTS ARE THE BEST IN
AVIATION HISTORY
THE RECOGNITION & SCOPE WE’VE BEEN FIGHTING FOR

• 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
Better 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
MORE HOLIDAYS

• Holidays increased from 5 to 10
• Holiday Rate paid at 2 ½ times hourly rate
• Holiday paid on a scheduled day off
• Day Off Overtime on a Holiday may result in Triple Time rate
IMPROVED SICK/IOD

• Sick Leave days increased from 5 to 10

• Increased Sick Leave Bank to 1600 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
INCREASED VACATION

• Vacations were increased to 6 weeks

• Day at a Time (DAT) Bank to be utilized for additional Vacation Days
Retirement Gains

• Early Out / Buy Out Option

• Increased 401k plan with automatic 5% 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 an HRA
Industry-Leading Compensation

• Increased wages of 4.8% and 2% in the out years

• Signing Bonus to all employees of 3000.00

• 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

• Better Overtime language to enhance opportunities to earn more pay
  • 140 hours of Compensatory Time
Miscellaneous Wins

• 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
This is the industry-leading contract we have all been fighting for.
It includes all these enhancements - and more!

VOTE “YES” FOR YOUR FUTURE!