TWU MLS Members
JCBA Improvements

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

- Station & System Job Protection
- A Minimum of 26 Line Station Staffed
- Three Shift Staffing at All Line Stations
- Minimum & Maximum Crew Chief to Worker Ratio
INDUSTRY-LEADING COMPENSATION

- Industry Leading Wages DOS, plus 2% at DOS+12, 24, 36, & 48 Months
  - 5% Automatic and 4% Company Matching 401(k) of Total Pay
  - Increases in Several Premiums and Shift Differential
- Increased Wages on Overtime, Holidays, & Field Trips including Per Diem
  - Enhanced and Increased Sick Leave Buyout
- Profit Sharing Formula of 10% on the first $2.5 Billion of Pretax Income,
  - 20% on Pretax Income Over $2.5 Billion
  - New Line Premium
- Driver Pay for Larger Trucks
MORE HOLIDAYS

Increased from 5 Holidays to 10 Holidays Annually, Paid at 8 Straight When Off or Double Time & a Half When Worked
IMPROVED SICK/IOD

- Sick Day Accrual Increased From 5 to 10 Days Annually
- IOD Time Increased from 10 to 20 Days
BETTER VACATION

- Accelerated Accrual In Early Years
- Accelerated 5th & 6th Week Accrual Prospectively as Part of CBA
This is the industry-leading contract we have all been fighting for. It includes all these enhancements - and more!

VOTE “YES” FOR YOUR FUTURE!