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

• Station & System Job Protections
  • 2600 Minimum Headcount in Aircraft Overhaul & Overhaul Support Shops, with Additional Engine & Back Shop Headcount Protection Provisions
  • A Minimum of 50% of Aircraft Overhaul Billable Hours Done In-House
  • A Minimum of 26 Line Aircraft Maintenance Stations - Staffed On All Three Shifts
    • No Scheduled Domestic Line Maintenance Outsourcing
    • International Outsourcing Cap tied to Manhours not Maintenance Spend
  • Between 88% & 89% of all Scheduled Line Maintenance Work Done In-House
  • Ground Support Equipment Mechanics Staffed at a Minimum of 14 Stations
  • Facilities Maintenance Mechanics Staffed at the 4 Bases and a Minimum of 9 Line Stations
• New MTS Classification – Including an Opt-Out Provision for Technical Crew Chief Instructors
  • Enhanced MCT Skill Set Provisions
INDUSTRY-LEADING COMPENSATION

• Industry Leading Wages DOS, plus 2% at DOS+12, 24, 36, & 48 Months
  • 5% Automatic and 4% Company 401(k) Match of Total Pay

• Increased Wages on Overtime, Holidays, and Field Trips including Per Diem
  • Increases in Several Premiums and Shift Differential
  • NEW - Taxi/Run Up and Fuel Tank Entry Premiums
    • Enhanced and Increased Sick Leave Buyout

• Profit Sharing Increased to 10% on the first $2.5 Billion of Pretax Income, 20% on Pretax Income Above $2.5 Billion
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

• All Sick Days Paid at the Full Rate

• Sick Day Accrual Increased from 5 to 10 Days Annually

• IOD Time Increased from 10 to 20 Days
BETTER VACATION

- Accelerated Accrual
- Sixth Week Added
- Anyone Who Is In Accelerated Accrual Years & 30 or More Years Company Seniority Prior to 12/31/2019

Paid Out For That Additional Vacation This Year
This is the industry-leading contract we have all been fighting for. It includes all these enhancements - and more!

VOTE “YES” FOR YOUR FUTURE!