

Agreement Side-By-Side – Key Provisions

Provision	Continental	American
Scope/Outsourcing	No Change (2009 at – 45% total MX spend): All WB airframe, all engine O/H and 50% NB airframe O/H outsourced. Currently approximately 650 base mechanics with 337 aircraft.	10% total MX (2009 at – 10.5% total MX spend): includes TAESL. Currently approximately 5374 base mechanics with 606 aircraft. Source: OALs DOT F41 and AA/TAESL AA M&E Finance
Scope/ASM Restrictions	No change: No restrictions (12.5% regional ASM% in most recent quarter)	6% cap on Eagle
Signing bonus/Lump Sup	0-5 YOS - \$500, 6-12 YOS \$2000, 13-30 YOS \$4000, >30 YOS - \$6000	NA
Additional Bonus	\$1,000,000 to be distributed by Union (average of \$250 per EE)	NA
Retro Pay	Pay and premiums retro to 1/1/09	N/A
Crew Chief Pay	5% of top base rate plus longevity (\$1.53 as of 7/1/10)	\$1.75
Line Premium	To \$0.30 on 1/1/09, \$0.40 on 7/1/11 and \$0.50 on 7/1/12	\$0.55
License premiums (2)	Increase from \$3.50 to \$4.25 Fac \$2.13	AMT \$5.00 for 2 license Facility Mechanic \$2.50
AMT Skill Positions	All AMT skills to \$4.25 Tool Room skill \$2.13	AMT \$3.45, Facility Mechanic skill \$1.70
Taxi Run-up premium	\$1.00 per hour for each shift in which technician performs taxi/run-up work	N/A
Shift Differential	0.51, 0.58 and 0.58 for relief mechanics	0.01, 0.02 and 0.03 for relief mechanics
Profit Sharing	2010 CO Plan (First dollar, 15% pretax profit)	AIP
Wage Adjustment/Protection	2.5% increases in 2011 and 2012 No wage protection	Current Agreement

Market adjustment	HNL employees will receive \$2.00 per hour for a cost of living. Form a committee to jointly determine the cost of living at the cities where technicians work- to report back to the parties within 6 months	N/A
Holidays	Increase floating holidays from 2 to 4 (paid HO); 6 statute holidays @2.5x for HW	5 paid @ 1.5 x for hours worked
Vacation	Max remains at 7 weeks @ 30 years. Additional flexibility increasing VC use as DAT days with CO approval. May defer 3 weeks of VC per year to be paid out at retirement or separation from CO.	Less than 5 years = 40 hrs 5 years but less than 10 = 80 hrs 10 years but less than 17 = 120 hrs 17 years but less than 25 = 160 hrs 25 years but less than 30 = 200 hrs 30 years = 240 hrs
Sick Leave Accrual	No change: 12 days at full pay per year	5 days, 40 hours per year. First 16 hours paid at ½ pay.
Sick Leave Bank	No change: Max 200 days	Max 150 days
Injury on Duty	8 hours per month accrued ID time to a maximum of 700 hours or 87.5 days (rapid re-accrual for catastrophic illness/injury)	10 days salary continuance for each separate illness or injury on duty
OT	Eliminated 40 hours requirement; double after 12 hours	1.5 pay for all overtime
Field Trip	New flat rate of 1.75 times hourly base rate for all hours away from base	Straight time for 8 or 10 hours 1.5 OT rate for hours exceeding 8/10 hours.
Moving Expenses	Increases in moving, auto, per diem and hotel expenses not to exceed \$12,000 total (\$2000 increase)	12,500 if protected employee
Pension	Letter reaffirming CARP – 1.19% x FAE x YOS. Approximately \$21,420 per year with 30 YOS and FAE of \$60 K. 1st year credited.	1.667% x FAE x YOS Approximately \$30,006 per year with 30 YOS and FAE of 60K. 1st year waiting period prior to start of credit.
401K Match	<5 years – up to \$300, 5-10 YOS – 1%, 10 – 15 YOS – 2%, 15+YOS, 3% maximum match	Regular 401k No match
Retiree Medical – Pre Medicare Eligibility	No provision	Current Prefunding Plan
Amendable	12/31/12	04/30/08

